WISCONSIN GOVERNOR'S COMMISSION
ON THE STATUS OF WOMEN



Mrs. Henry G. Clarenbach

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JUNE, 1966

NEWS RECORD OF WISCONSIN

GOVERNOR'S COMMISSION ON THE STATUS OF WOMEN

These highlights help to tell the story of the concerns and activity of the Governor's Commission on the Status of Women in Wisconsin. They begin with the Conference on Professional Opportunities for Women in February, 1962, at which time Mrs. Esther Peterson told us about the President's Commission. Page 6 records the calling of the First Governor's Conference, and on pages 29-30 are the announcements of the establishment of this Commission in May, 1964.

This loose-leaf style was chosen to accomodate additional history as it is recorded. Only a fraction of the clippings on file could be included, but they are representative and convey a sense of the direction of this Commission.

Kathryn F. Clarenbach,
Chairman

Opportunities for Women Topic of UW Conference

MADISON — Frank Zeidler, director of the State Department of Resource Development, will take part in a day-long conference on "Professional Opportunities for Women" at the University of Wisconsin at Madison Feb. 25.

Zeidler, a former Milwaukee mayor, will participate in an afternoon panel discussion. He will comment on "Special Needs of Wisconsin for Professional Workers."

Women from throughout the state are expected to attend the conference at the Wisconsin Center. The conference is the outgrowth of a year-old UW program to encourage mature women to continue their education.

Directing the program and the conference is Mrs. Kathryn F. Clarenbach, assistant dean of women. There is no fee for the conference and those who wish to attend can register at 9 a. m. on the day of the meeting.

Highlight of the program is a 9:45 a. m. talk by Dr. Esther Peterson, assistant secretary of labor and director of the Women's Bureau in the U. S. Department of Labor.

Also scheduled is a panel discussion at 11 a. m. on "Women Who Work Out of the Home."

Panel members and their topics will be Dr. Martha Peterson, special assistant to the UW president, "Why Women Work"; Dr. Douglas Marshall, professor of rural sociology, "Special Assets of the Mature Woman"; Miss Jean McNary of the State Bureau of Personnel, "On-the-Job Conditions Necessary for Satisfying Employment"; and Mrs. Alice Post White, UW specialist in home economics education, "At-Home Conditions Necessary for Satisfactory Employment."

Opportunity Discussion

Zeidler will join three others in the afternoon panel discussion on "Professional Opportunities for Women." They are Mrs. Jane Klingman, assistant to the dean of the UW School of Commerce, who will speak on "Assessing Community Needs and Locating Employment Opportunities"; Paul Brannan of the State Employment Service, "Profile of Professional Women in Dane County"; and Mrs. Patricia Tautfest, UW acting dean of women, "Closing the Educational Gaps."

Special tables will be reserved at a 12:15 luncheon in the Wisconsin Center for conference participants interested in particular fields such as home economics, nursing, teaching, social work and graduate school.

Move Boldly Ahead, They Are Told

Says Myth Keeps Women In Bondage



"Professional Opportunities for Women" was the subject of a one-day conference at the University of Wisconsin—and the topic of conversation for these participants. More than 250 women from throughout Wisconsin attended the conference at the Wisconsin Center Monday. Left to right are Dr. Esther Peterson, U. S. assistant secretary of labor and director of the Women's Bureau; Mrs. Howard Latton of Portage; Mrs. Smiley Boyd of Two Rivers; and Dr. Kathryn Clarenbach, assistant to the U. W. dean of women and director of the special University program for the continuing education of women.

By MICHAEL KIRKHORN
(Of The Capital Times Staff)

A half-century after the Suffragettes demanded and won the right to vote, women are still in bondage—now to a man-created myth which puts the worst man on the job a step above the best woman.

How can aspiring career women break this myth?

"By moving boldly ahead," s. Esther Peterson, vibrant her of four and assistant secretary of labor in charge of the Women's Bureau, told 250 Madison career women Monday at the Wisconsin Center.

One of the most damaging myths is that women are habitual absentees and frequent quitters because they have no "firm attachment to the labor force," Mrs. Peterson said.

* * *

But statistics show, she said, that only younger women with small children are often absent and that their absenteeism is no higher than in any other comparable group.

Now, with the average age of the 24 million women working in the United States up to 40 years, employers are simply missing the boat by not hiring them, she said.

Mrs. Peterson said her bureau is supporting an equal pay bill which, if it passes Congress, would help destroy another myth—that women are not worth as much money as men. The bill would set a job rate for government positoins and eliminate non-merit factors from employment practice, she said.

The idea that "the woman's place is in the home," is outdated and relies on a false idea of what a modern home should be, she said.

"The home is a place where family members can enjoy the things they have in common. A woman doesn't have to be bodily in the home 24 hours a day," she said.

She said the frequently-expressed complaint that employed women are taking jobs from unemployed men is unfounded.

"Where are men unemployed?" she asked. "In the areas where jobs used to exist for the unskilled and uneducated. Could they take the jobs now held by skilled women?"

Mrs. Peterson spoke at the opening of a day-long conference on "Professional Opportunities for Women."

In the afternoon, Emily Chervenik, co-ordinator of University Placement Services moderated a panel discussion on professional opportunities for women.

* * *

Panel members were Frank Zeidler, state director of resource development, Jane Klingman, an instructor in the U. W. School of Commerce; Paul Brannan, of the Professional Placement Branch of the State Employment Service; and Patricia Tautfest, acting U. W. Dean of Women.

Zeidler told the women that Wisconsin is in a wobbly competitive position which will worsen if the state does not develop and keep highly skilled persons who can offer industry precious brainpower.

Women could supply a large amount of this brainpower by entering fields so far restricted to men, including engineering, research in the life and physical sciences, communications and data processing, accounting, mathematics, government, the human

Labor Department Aide Declares

Myths' Plague U.S. Women

Conference Told They're Equal of Men as Labor

By HARVA HACHTEN
(State Journal Women's Editor)

An iron curtain of myths is hampering women in developing and using their full talents in America's labor market.

That's what Esther Peterson, assistant secretary of labor and director of the Labor Department's women's bureau, told 235 area women at a conference on Professional Opportunities for Women at the Wisconsin Center Monday.

Temporary Workers

Mrs. Peterson, an ardent and articulate modern - day "suffragette," a devoted worker for equal rights for women, proceeded to dispell the myths with the facts of modern-day life.

"Employers say they don't want to hire women because they're not worth the training investment because they are only temporary workers, quitting for marriage or children," she said.

But she pointed out that in this mobile society of ours, men aren't necessarily more permanent. She said that within the month, one-half million men will change employers, 600,000 will go into a different line of work, and 400,000 will move to a new town.

Not at Home

Another myth which needs revising is that a woman's place is in the home.

"These days that's nonsense," she said. "Today's home maker no longer produces as she used to the canning, grow vegetables, e clothes."

Because these tasks are done on the outside, a woman's place now is also in the marketplace, she declared.

"We have to make it possible for a woman to have a sense of usefulness, replacing the sense of value she used to have in the old economic system," she said.

Women To Blame

Mrs. Peterson blamed women themselves for the perpetuation of the myth that they are not worth as much in the labor market as men are.

"We tend to put a low economic value on our work," she said.

On the other hand, employers tend to set up lower pay scales for women because they claim a woman is not the principle bread-winner of the family and doesn't need as much.

But, according to her figures, of the 24 million women employed today, 4 million contribute the largest share of the family's income while 3 million are the sole support of the family.

Progress Noted

Other outmoded attitudes and beliefs not supported by facts she said were that absenteeism is higher among women employes and that working mothers breed juvenile delinquency.

However, since World War II, there have been great strides made in the field of out-of-home work for women, she said.

Since 1940, for instance, there has been an increase of women working in public relations and publicity of 462 per cent, 213 per cent in mathematics, and 100 per cent in personnel work.

"In peacetime, women have the best chance in fields that are growing and will be needing new workers," she said. "These fields, however — electronics is an example — will require educated, qualified workers."

Training Needed

This need applies to men as well as women, she declared, since in today's technical world, the uneducated, unskilled worker becomes increasingly unemployable.

"We are no longer a blue collar society, but a white collar one," she said.

A panel discussion during the morning session dealt with "Women Who Work Out-of the Home."

Douglas Marshall, professor of rural sociology, who hires many part-time workers for research projects, drew on his own experience to discuss the special assets of the mature woman.

Home Conditions

He believes she is more self-reliant, easy to teach, is very conscientious, and easily deals with a crisis.

The conditions at home that make it possible for a woman to work were outlined by Mrs. Alice Post White, of Home Economics Education and Extension.

The three most important were: the husband and children have to be pleased with the proud of mother's job; the family has to delineate its values and find the hard core of "must dos"; and the mother and family must guard their health and energies, making sure leisure activities are refreshing and not tiring.

Other panel participants were Martha Peterson, special assistant to University of Wisconsin President Fred H. Harrington, and Jean McNary, of the State Bureau of Personnel. Mrs. Kathryn F. Clarenbach, assistant dean of women, was moderator.



Esther Peterson, Assistant Secretary of Labor, Speaks Up for Women's Rights

"Women have to change their attitudes . . . They can do

"We've had lots of mechanical and scientific engineering



The Feminine Angle

TODAY IN THE NEWS

By Mary Brandel Hopkins

Status of Women Commission's Concern

WITH AS dynamic a woman as Mrs. Esther Peterson heading the President's Commission on the Status of Women, the women of America may consider themselves fortunate.

Mrs. Peterson, distinguished also by the titles of Assistant Secretary of Labor and Director of the Women's Bureau, presented a brief but comprehensive report on the progress of the commission created in December 1961, to about 40 civic professional and educational women leaders of Madison who faced a cold Monday morning to attend an 8 o'clock breakfast in her honor in the Beefeaters Room of the Wisconsin Memorial Union.

The non-partisan commission of 26 persons, with women's employment its major responsibility, hopes to present its complete report to Pres. Kennedy on Oct. 11, the birthday of Eleanor Roosevelt, who initiated the program. Largely it is concerned with upgrading the value of women's work, Mrs. Peterson explained. Many questions arise as to equality of opportunity and pay, and much more is involved in the study than could be solved by an equal rights bill, in her opinion.

With 24 million women employed in the United States, all contributing to the economy of their homes, the importance of protecting the legitimate employment differences between men and women was stressed by Mrs. Peterson. Rapidly, she pointed out, the country is becoming one of two-paycheck families, with women now contributing 40 per cent of the family income. Three million women are the sole support of their families.

It is the commission's concern to create what Pres. Kennedy terms "full partnership" opportunities for employed women.

Out of respect to the honor guest, Mrs. Leo Steppat personally arranged for decorating the breakfast tables. Her husband's bird sculpture, which usually adorns the Steppat dining table, centered the speaker's table and sprays of cheery red straw flowers in miniature holders brightened each guest's place.

* * *

Urges Use of 'Woman's Brainpower'

Need for 'continuing education' told by Mrs. Clarenbach

By MARILYN GARDNER
Assistant Women's Editor

THE "wonderful realization that over half of the brain power of this country is encased in the carcases of females and that little of it is used" came, in part, from the cold war. According to Mrs. Kathryn Clarenbach, the competitive struggle between the United States and Russia spurred the interest in continuing education for mature women.

"How is the United States to keep up and surpass Russia? Using the talents and brains of women is one way," she said.

Mrs. Clarenbach is the director of a project in the education of women at the University of Wisconsin. She spoke on "Continuing Education for the Mature Woman" Monday afternoon at the Woman's Club of Wisconsin.

The country's attention was drawn to the need for educating the mature ("we say that when we speak to women—they prefer it to older," Mrs. Clarenbach said jokingly) woman in the middle 1950's.

It began with a federal manpower study which showed the need for better use of women's talents and abilities. "Probably the most notable single event to encourage participation of women in community and political life was President Kennedy's commission on the status of women."

Conference Scheduled

Gov. Reynolds intends to appoint a state commission after the governor's conference on the changing status of women is held in Madison. Originally scheduled for the weekend after President Kennedy's assassination, the conference will now be held Jan. 31 and Feb. 1.

"There are four million women in this country who are adult illiterates," Mrs. Clarenbach said, "and the state of Wisconsin is no exception. There are more adult illiterates in our state than there are college graduates."

Thus, the term "continuing education" does not only apply to women with college educations, she emphasized. "We have needs at all levels. We must eradicate the illiteracy and provide high school educations as well as college and professional training."



—Journal Photo

Mrs. Kathryn Clarenbach

Schools could, she said, be more "flexible and adaptable" in setting up procedures and courses for part time students. Academic credit could even be given for experience.

Cites Example

As an example, she cited the mother returning to college who is required to take a course in elementary child development "when she can quote all of Doctor Spock verbatim. It seems feasible to me that she could take a test and receive credit for that course."

At Wisconsin, it has been found that older part time students bring "a certain enrichment to the classroom," Mrs. Clarenbach continued. "They seem to be better students than the traditionally aged students. They are highly motivated, and they have learned how to separate the wheat from the chaff."

On the other hand, she has found that the older woman who returns to school is bound by tradition in selecting her courses of sutdy.

"This is qulte different from the incoming generation of college girls," she said. "They follow their natural bent. If they're good in math or science, they go into it."

This is as it should be, she believes, "for there's hardly a job today that can't be done either by a man or a woman — except, of course, for fatherhood and motherhood."

Marries Early

Mrs. Clarenbach summarized the life pattern of today's woman: She marries early (at 19 or 20), has her last baby at 26, and can look forward to 73 years of life.

Thus, having a family and maintaining a home is no longer a lifetime enterprise for a woman, she said, as it was for our grandmothers. "We are better educated, we have years of life ahead of us which previous generations didn't have," and because of labor saving inventions "we have hours a day in which we can do something else."

This pattern should be pointed out to young girls just entering college, she said.

The problems of our times "war and peace, poverty here and abroad, human rights"—are major decisions, she concluded, and must be made by educated people. "They require the utmost of us—and that means all of us, women as well as men."

WISCONSIN STATE JOURNAL, MONDAY, AUGUST 19, 1963

Status of Women Convention Asked

JACKSONPORT (UPI) — Gov. John Reynolds has called for a state convention on the status of women, according to a letter sent to high state officials.

The letter said that, in accordance with President Kennedy's commission on the status of women, a state-wide governor's conference on the status of women would be held to "furnish us with valuable information and direction to guide us in forming a commission in Wisconsin."

The convention would be held with the cooperation of the University of Wisconsin, the State Department of Welfare, the Industrial Commission, and the Women's Bureau of the Labor Department.

Reynolds said that he hoped to have preliminary arrangements made for the convention by Oct. 11, when the President's commission issues its final report.

Might Be 'Nightmare'

Equal Status For Women Still Far In The Future

(By Associated Press)

Most women leaders across the nation didn't need to be told their status is somewhat below that of the male, but they are happy to have a presidential commission point up the fact.

Many women in business, the professions and politics, however, agree with President Kennedy's commission on the status of women that if women are to achieve equal status, they'll have to work for it.

"They must be willing to accept the responsibilities and consequences of the necessary competition," says Mrs. Frances Burke Reddick, chairman of the United Nations and special agencies committee of the General Federation of Women's Clubs.

* * *

"All women, not just a few," she adds, "must earnestly desire greater equality before much, if any, advance can be made. To date it is questionable as to whether the great majority do so in reality."

Mrs. Christine Conaway, dean of women at Ohio State University, thinks a presidential executive order to encourage equal treatment of women in employment would help bring recognition to qualified women.

The executive job, she says, is not available to women in ratio to the number of college-educated women, and there is a reluctance to promote them over men.

But Mrs. Allegra Saunders, member of the Denver board of education and a former Colorado state senator, fears "equal pay, long a dream and a goal of business women, might turn out to be a nightmare . . .

"Putting it plainly," she said, "employers might look to the employment of men instead of women, since the pay is now equal."

Mrs. Helen Tanos Hope, Miami attorney recently head of the international legal sorority, Kappa Beta Pi, said, "a lot of hard work went into the report and someone should see that the recommendations are carried out."

* * *

"There should be federal provision for equal rights for women, implemented vigorously," said Miss Ruth Miner, Albany, N.Y., attorney and onetime deputy secretary of state. "Women have greater capacity than opportunity."

Mrs. Mary Gleason Thomas, an officer of an Omaha, (Neb.), bank said she was "a little bit negative" said "I believe an educated woman has as much opportunity as an educated man to do well in the business world."

"We have one woman judge in Louisiana," said City Court Judge Anna Judge Veters Levy, of New Orleans, "and I'm it . . . the old saw still holds true — a woman has to be twice as good to get half as far."

Governor, Wife To Speak at Conference on Women

The complete program for the Governor's Conference on the Changing Status of Women, scheduled for the Wisconsin Center in Madison Nov. 22-23, has been announced by the planning committee.

Gov. John W. Reynolds will deliver the charge to the conference during the opening session; Mrs. Reynolds will welcome delegates at a reception in the governor's mansion at its close.

After an informal reception and buffet supper in the Center, Dr. Kathryn F. Clarenbach, project associate, dean of women's office, will introduce Gov. Reynolds; Prof. Carlisle P. Runge, who will extend greetings from the President's Commission on the Status of Women; and Prof. Jack Barbash, university economist, who will discuss "Inventory of the Issues."

Carl E. Lauri of the Industrial Commission will preside over the general session beginning at 9 a.m. Saturday which will stress implications of the changing status of women. Speakers will include Beatrice McConnell, deputy director, Women's Bureau, U.S. Department of Labor; Dean H. Edwin Young, College of Letters and Science; Judge Ervin M. Bruner, Dane County Family Court; Catherine Conroy, Communication Workers of America, Milwaukee; David W. Harris, A. O. Smith Corp., Milwaukee; and Mrs. Harry Hamilton, Madison.



GOV. REYNOLDS



MRS. REYNOLDS

Sectional meetings beginning at 10:45 a.m. will be led by Sister Mary Nond, president, Edgewood College, Madison; Dr. Rexford S. Mitchell, president, Wisconsin State College, La Crosse; Dr. Josephine Staab, associate director, School of Home Economics; Dr. William D. Dowling, Extension division, Milwaukee; Barbara S. Rice, Milwaukee county home economist; Mrs. Theodore W. Coggs, State Personnel Board; W. Whinfield, State Board of Vocational and Adult Education; Mrs. F. L. McElligott, assistant to the chancellor, Marquette University; Mrs. George Ettenheim, vice-president, city plan commission, Milwaukee; and Mrs. Kirk Petshek, president, Milwaukee League of Women Voters.

Dr. Robert H. Schacht, associate director of UW informal instructional services, will preside at the general session following the conference luncheon, where symposium members and speakers will react to questions and proposals. Dr. Martha Peterson, dean for student affairs, will preside at the closing session, and Dr. Ethel J. Alpenfels, anthropologist of New York University, who will discuss "The Outlook for Full Partnership."

Delegates expected to attend will represent local labor groups, manufacturers, 4-H Clubs, homemakers, county and state colleges, welfare agencies, and county and state organizations. Sponsors are the University, the State Department of Public Welfare, the Women's Bureau of the U.S. Department of Labor, and the State Industrial Commission.

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Racine Labor Union

NOV 22 1963

Conference Set On Status Of Women

MADISON — Prof. Jack Barbash of the University of Wisconsin department of economics and school for workers will be keynote speaker for the governor's conference on the status of women, scheduled Nov. 22-23 at the Wisconsin center on the Madison campus.

The program will include a Friday evening reception, buffet supper, and general session; a symposium and general session Saturday morning and a noon luncheon Saturday, followed by the conference summary by Prof. Ethel Alpenfels, anthropologist from New York university.

Following the reception and buffet supper Friday evening, Gov. John Reynolds will charge the conference, Prof. Carlisle Runge will bring greetings from the President's conference on the status of women and Barbash will give an "Inventory of the Issues."

In the call for the conference Governor Reynolds states the aims as follows:

"To help identify some of the most urgent problems in the lives of women today—problems of employment, community service, education, political participation—and to suggest some of the directions in which together we might move toward the solution of these problems."

However it is not a fact-finding nor decision-making conference and those participating will not be asked to commit themselves or their organizations to any specific course of action.



JACK BARBASH, conference keynoter, was former director of research of the IUD department of the AFL-CIO; economist for the NLRB, director of education for Amalgamated Meat Cutters, and staff director of the U. S. senate subcommittee on labor and management. He is author of numerous books on labor.

Racine will be represented among the resource people handling discussions by Harold Thompson, UAW international representative and a member of the state advisory committee on unemployment compensation, and by Harlan Cisney of the S. C. Johnson and co.

Other labor participants will include Catherine Conroy, Communication Workers of America, AFL-CIO; Harold Schrubbe, director of community services, AFL-CIO; Ralph Koenig, educational director, UAW, AFL-CIO; Wilbert Walters, director of community services, Wisconsin State AFL-CIO; Leora Dunning, state director women's activities, COPE; Fred Lindner, vice president, Milwaukee County Labor council; and Richard Humphrey, educational and research director, Allied Industrial Workers of America, all from Milwaukee, and Marvin Bredson, executive secretary, Madison Federation of Labor and Jeanne Klohs, treasurer, Eau Claire Area Labor council.

Two-Day Meeting

Prof. Alpenfels to Speak At Conference on Women

Prof. Ethel J. Alpenfels of New York University, nationally recognized authority on anthropology and social behavior who once taught at Beloit College and the University of Wisconsin-Milwaukee, will return to the state as a featured speaker during the Governor's Conference on the Changing Status of Women Friday and Saturday.

Dr. Alpenfels will discuss "The Outlook for Full Partnership" during Saturday's session of the two-day conference in the Wisconsin Center. It is sponsored by the University, State Department of Public Welfare, Industrial Commission, and the Women's Bureau, U. S. Department of Labor.

The conference was called by Gov. Reynolds "to help identify some of the most urgent problems in the lives of women today" and "to consider women's roles and goals, actual and ideal, individual and collective . . ."

Dr. Alpenfels was awarded the "Medal of Eminence" for teaching by the Pan-Hellenic Society of the United States in 1954; named "Woman of the Year" by the National Association of Negro Women in 1955; "Teacher of the Year" by the American Women's Association in 1956; "Outstanding Woman in Anthropology" by the Federation of Jewish Women's Organizations in 1958; and presented the "Judy Award" in 1959 for her outstanding contributions to education.



Prof. Ethel J. Alpenfels

Dr. Alpenfels has done research among the Modoc Indians of the western United States and studied the life of the Haida Indians of Queen Charlo'te Island, British Columbia.

She has directed NYU graduate anthropology workshops in the Virgin Islands, Mexico, Canada, and Scandinavia, and the NYD School of Engineering's Solar Stove Project. In the summer of 1955 she taught at the Austrian University of Innsbruck racial origins of Europeans.

A native of Denver and graduate of the University of Washington, Dr. Alpenfels earned the doctorate at Colorado State College, Greeley. She did further graduate work at the universities of Denver, California, and Chicago. She is author of "Sense and Nonsense About Race," "Brothers All," "The Human Hand," and the section on anthropology in Junior Britannica.

The conference will begin with a reception, buffet supper and opening session in the Wisconsin Center Friday to include the Governor's "Charge to the Conference," greetings from the President's Commission on the Status of Women delivered by Prof. Carlisle Runge, special assistant to the U. W. president, and the keynote address, "Inventory of the Issues," by U. W. Prof. Jack Barbash, economist and member of the staff of the School for Workers.

The Saturday morning general session will hear discussion of implications of the changing status of women by experts from the University, state government, labor, and industry. Ten sectional meetings will precede the conference luncheon, which will be followed by the closing general session.

Delegates will represent industry, labor, government, social welfare, education, and civic organizations.

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Milwaukee Labor Press

NOV 14 1963



PROF. JACK BARBASH

Barbash to Speak . . .

Status of Women Parley To Open at Madison Nov. 22

MADISON, Wis.—Men and women attending the opening session of the Governor's Conference on the Changing Status of Women, scheduled for Nov. 22 in the Wisconsin Center at Madison, will hear a University of Wisconsin expert present "An Inventory of the Issues." In discussing the issues, Prof. Jack Barbash of the UW economics department and School for Workers will draw on years of research as educator, union educational director, and specialist in US government departments. He has published several volumes, including "Labor Unions in Action," "Unions and Telephones," "Universities and Unions in Workers Education," "The Practice of Unionism," "Unions and Union Leadership," "Labor's Grass Roots," and "New Dimensions in Collective Bargaining."

Active With Unions

Prof. Barbash came to the UW from a post as director of research of the industrial union department of AFL-CIO. He also had served as economist for the national labor relations board; economic adviser to the US office of education; economist with the bureau of labor statistics; director of education for Amalgamated Meat Cutters and Butcher Workmen; and staff director of the US senate subcommittee on labor and labor management.

Present for the two-day conference, called by Gov. Reynolds to discuss urgent problems in the lives of American women, will be large delegations representing business and industry, labor, and US and state government organizations.

Representing labor unions will be. from Milwaukee — Catherine Conroy, Communications Workers of America; Harold Schrubbe, director of community services, Ralph Koenig, educational director U.A.W.; Wilbur Walter, director of community services, Wisconsin State AFL-CIO; Leora Dunning, state director women's activities, COPE; Fred Lindner, vice president, Milwaukee County Labor Council; and Richard Humphrey, educational and research director, Allied Industrial Workers of America;

Other Speakers Listed

Marvin Brickson, executive secretary, Madison Federation of Labor; Jeanne Klohs, treasurer, Eau Claire Area Labor Council, AFL-CIO; and Harold Thompson, interational representative, U.A.W., Racine.

Beatrice McConnell, deputy director of the women's bureau, US department of labor, will come from Washington, D.C., and Marguerite I. Gilmore, regional director of the women's bureau of the department, and Mrs. Ann F. Minnis, bureau of family service, US department of health, education, and welfare, will come from Chicago.

The conference program includes a Friday evening reception and buffet supper, a symposium and general session Saturday morning, and a noon luncheon Saturday, followed by the concluding general session to be addressed by Prof. Ethel Alpenfels, noted anthropologist from New York university.

Aim Higher, Girls; Just a Husband Isn't Enough

By HARVA HACHTEN
(State Journal Staff Writer)

American girls must stop being taught that the main goal in life is to get a man no matter what the cost, Prof. Ethel Alpenfels of New York University told the Governor's Conference on the Changing Status of Women at the Wisconsin Center Saturday.

Miss Alpenfels, a noted anthopologist who teaches in the NYU School of Education, delivers a speech in the rapid-fire manner of an old-time medicine man and what she was selling to the overflow audience of more than 350 was the notion that women must have the courage to change the models and goals which guide young girls.

"Girls need to select a life task just as carefully as do boys," she declared, pointing out that because of the trend of young marriages women have 30 or 40 "empty" years ahead of them after their last child starts school. "Because of this time they have, just marriage is not enough of a goal."

In our culture, she pointed out, it is easier to be a little girl than a little boy because girls are better at the things adults hold in high esteem for youngsters—such as cleanliness, living by the clock, and learning quickly not to ask embarrassing questions.

"But by the time they reach high school," she continued, "it's better to be a big boy than a big girl."

The reason, she explained, is that most of society doesn't care

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Girls Told To Aim for More Than Just Landing Husband

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what girls do with their education. This, coupled with the dominating get-a-man goal, has given rise to a growing anti-intellectualism among college girls, she declared.

Three Reasons

Miss Alpenfels, a short, woman who made her points with a quick smile, is disturbed by the fact that in terms of percentages, there are fewer women in the professions today than there were 30 years ago. In 1960, only 35 per cent of professional people were women, she said, as against 50 per cent in 1930.

In her opinion, there are three reasons for this — more American women marry today than ever before; all new professions are in the sciences, fields women have not been encouraged to train for; and there is a new generation of men who are tearig down the "women only" barriers in some professions.

"Two-thirds of the elementary and high school teachers in the United States are men," she pointed out. "And when a woman school principal retires, the superintendent usually has a young man replace her."

Young girls, she feeels, must be encouraged to train for a career, for life today is no longer an either-or proposition—marriage or a career. And we must do more than talk, she said, because what we say cannot match what we do.

Do You Dare

"Men have shown a willingness to break down the 'women-only' sex barriers. Can you break down the men-only labels?" she asked. "Do you dare to create new models and symbols to guide youth?"

The morning session of the conference was devoted to a discussion of the implications of the changing status of women.

Participating in the symposium were Beatrice McConnell, deputy director of the Women's Bureau of the Department of Labor; H. Edwin Young, dean of the College of Letters and Science at the University of Wisconsin; Dane county Family Court Judge Ervin M. Bruner; Catherine Conroy, representative of the Communication Workers of America, Milwaukee; John Wrage, assistant vice-president of Gisholt Machine Co.; and Mrs. Harry Hamilton, Madison teacher and civic leader.

A number of recommendations and proposals for study and action by the proposed Governor's Commission on the Changing Status of Women grew out of the morning sectional meetings. Among them were:

Provide Help

ONE. Fostering a pesron-to-person program to aid the "disadvantaged" women who live in the shadows of our communities.

TWO. Reexamination of the education system of schools and the community to see if we are really preparing our young for this changing society.

THREE. Providing help for working mothers who are having trouble managing their dual role.

FOUR. Study ways trained women can use their skills while their children are young, possibly by development of adequate day care centers.

FIVE. Provide more apprentice training for women.

Being Feminine While Working Called Woman's Top Challenge

Partnership Possible With Businessmen if Persons Are Mature, Parley Told

By DOROTHY W. AUSTIN
Of The Journal Staff

Madison, Wis. — How to remain feminine and work side by side with men is the biggest challenge women face today, said Dr. Ethel Alpenfels, the New York university anthropologist who was the principal speaker Saturday at the governor's conference on the changing status of women. In her speech, "The Outlook for Full Partnership," she told the 350 delegates from state industry, business, women's groups, unions and colleges, that the outlook was, and would be, good "if both women and men could work toward being mature persons instead of males and females."



Dr. Alpenfels

Like previous speakers and panelists she offered little in the way of answers, but much in the way of questions and challenges to both sexes.

Prejudice Questioned

"Why is it that a nation whose scientists can smash an atom cannot teach its people how to break a prejudice against women, against race? Why is it that scientists who can tell us that by 1970 we will have a man on the moon cannot tell us how to achieve human dignity for all peoples?"

She also wondered why it seemed impossible to teach our children that the qualities of intellectual curiosity, emotional stability and the ability to handle ideas were not the prerogative of one race, one class or one sex alone. She called these qualities the "hallmark of the mature person."

Drawing on her observations as an anthropologist, Dr. Alpenfels cited several widespread notions peculiar to American society. The notion that boys should not cry, that mothers automatically love their children, that the elderly are happiest in retirement villages.

Suppression Taught

"The reason that men have ulcers, suffer from hypertension and die early of heart attacks is not overwork," she maintained. "It is because they have been taught all their lives to suppress, not to express emotion."

Men are entering fields once thought of as women's, such as teacher, library work and even nursing, she said, and women should be equally free to enter whatever fields their interests and talents envision.

"Girls need to select a life task just as carefully as a man does," she said, "and to think in terms of the future, not only of getting married."

The average girl now marries at 18 and has her last child at 26, she said. She is still in her thirties when that last child is in school, and presumably has ahead of her 30 or so productive years. These years should be filled with work at the highest level the woman is capable of achieving, the speaker said, and this level requires continued education and training, at least on a part time basis, during the years of domesticity.



Miss Conroy



Mrs. Hamilton

In an earlier session, women were told that education and training were the keys to a successful occupation. They were also told to work out their own problems without asking help from men.

Miss Beatrice McConnell, deputy director of the women's bureau of the federal labor department, said opportunities for women were unlimited, especially in the fields where shortages continued: Physical sciences, scientific and medical research, social sciences, library work and dietetics.

Not Here to Fight

But, she said, the key is education and training, and women must learn to fulfill the double responsibilities of job and home.

Women are not here to fight men or to compete with them, but to realize their full potential and do the kind of thing they can do best, said Mrs. Harry Hamilton, Madison, an English teacher and member of the governor's commission on human rights.

She described a woman's problem as trying to decide whether she could best fill her several roles in sequence or concurrently—whether to take time off to marry and have children or to try managing several jobs at once. She suggested that women needed more and better counseling.

Women Sit Back

Miss Catherine Conroy, Milwaukee, of the Communications Workers of America (AFL-CIO) chided women.

"Women are not held back from doing important work on policy making committees," she said. "They are simply sitting back voluntarily."

She said women often would not accept appointments because they were afraid of criticism. Women will have to get organized, she said, "because you don't accomplish anything unless you are organized.

"We should get together, study our problems, work out the solution and don't ask men," she said.

A faint "yeah," came from a man in the audience.

John Wragge, assistant vice-president of a Madison machine company had no complaints about 95% of working women. But of the other 5% he said: "They won't keep their hair under those caps because they want to be attractive to some man."

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FEB 4 1964

Women in Limbo, UW Conference Speaker Asserts

MADISON — Industrialism has put the status of the chief administrator of the family community — the woman — in limbo, Prof. Jack Barbash, University of Wisconsin economist and labor educator, declared Friday night.

The speaker delivered the keynote address at the first Governor's Conference on the Changing Status of Women, meeting at the Wisconsin Center in Madison. More than 350 Wisconsin citizens representing business, education, government, industry, and labor are attending the weekend sessions.

Among Fox Cities women attending the Conference were Mrs. William Cherkasky, Mrs. H. J. LeDain, Mrs. Homer Malmstrom, Mrs. Gordon McIntyre, Mrs. Neil Stillings, Mrs. L. P. Williams and Mrs. Mabel McClanahan, all of Appleton, Mrs. Paul Groth, Neenah, and Mrs. Peter Nelson and Miss Sophia Haase, Oshkosh.

"Industrialism is undermining the function of the family in the home as the economic, social, and educational center for the members of the family," Prof. Barbash said. "In short, the family is being weakened as a community because the community's functions appear to be obsolete.

"The changing status of women turns on the question whether an acceptable shift can be made from a total preoccupation with home and family to a position outside the home — in the volunteer community, the political arena, and the labor market."

Lost Economic Unit

In the process of transfer, he said, industrialism has moved earning a living from the home to the factory, from the home to the office. And in the process, it has generated a chain reaction. He continued:

"It has made woman's work for pay possible, and children's work for pay possible — thus completing the abandonment of the family as an economic unit. Only farming as a family economic activity resisted this economic disintegration. But as we know, the importance of the family farm is waning and its day has come, too."

Today one worker in three is a woman, and in an average month of 1962, there were 23 million women at work in this country, Prof. Barbash said. The forecast is for 30 million by 1970. In Wisconsin, women's employment increased by 27.2 per cent from 1950 to 1960 while male employment rose only 1.6 per cent.

Must Make Choice

"Whether the enlargement of the woman's world which industrialism imposed has been a good thing ultimately comes down to a choice of values — do you want security that comes from a settled existence with every groove neatly cut? Or is the sense of freedom you value more, even though it brings uncertainty and conflict?" he asked.

Prof. Barbash chided women for being "conspicuously disinterested" in exercising their formal political franchise, their right to vote and take part in afairs of state.

"Women currently outnumber men in this country by some 3,750,000, in terms of registration and election day turnout, but their failure to use their vote converts them into a minority," he said.

Economics, Prof. Barbash concluded, already has settled the direction of change in the female situation. . ."and to deal with this question of status we shall surely have to do a good deal in law and custom.

"But up to and beyond this point, the major effort for equal status will have to be made by the women themselves."

The opening session Friday was presided over by Dr. Kathryn F. Clarenbach, project associate — Education of Women. In his charge to the conference Gov. John Reynolds stated that the telents of all citizens, including women, are needed. At the policy level, he said, women do not take their rightful role. He announced that within a month a Commission will be established with appointments made and women urged to contribute. The Conference was the beginning, he asserted.

Beatrice McConnell, speaking at the Saturday morning session, stated that opportunities for women in scientific occupations are tremendous, but they are not going into these fields. Education and training, she said, are the key to successful participation in the world of the employed. Dr. H. Edward Young, Dean, College of letters and Science at the UW, said that person should expect to be retrained again and again, and that this may be an advantage to women who took time out to raise families. They return to t labor market with men who are also being retrained. One's training at age 20 will not do at age 40, he said. It is best to advise one's daughters to get good general educations.

'Disadvantaged' Women

Disadvantaged women were discussed by Judge Ervin M. Bruner, Family Court, Dane County. These are the women who suffer physical disabilities, deprivation, mental illness, mental retardation, desertion. illness of their husbands, illegitimate children or are untrained and uneducated. Rehabilitation is increasing, he said, and is essential. One of the best Aid to Dependent Children programs in the country is supplemented, he said, by a greater public press on family rehabilitation, youth and adult education classes in the evening, public day care centers for fur-

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ther education, recreation or work, and more experience on the part of welfare agencies in the areas of family life education, rehabilitation and neglected and delinquent youths.

Catherine Conroy, representative of the Communication Workers of America, AFL-CIO, Milwaukee, one of the few women in a distinctly man's world, said that women are not being held back, they are simply not coming forward. They are not willing to study and make decisions. As an example, she cited the determination of the length and time of the school year, set when all members of the family were needed to suppor the famwere needed to support the family. This is no longer true, she said, and the school year should be lengthened.

Retain Femininity

Women are not realistic about their responsibilities, Miss Conroy believes. Our society has said "Woman belongs in the home, taking care of her children." Women must decide what they want to do, ask the men how to do it — they are the great enginers, she noted—and then do it. If working mothers cause juvenile delinquency, women should find out about it. Home and family are the most important aspects of a woman's life. Fullest potentialities can be realized if women fashion their roles without denying their feminity.

Sectional meetings were held before the noon recess. Members of the symposium and Dr. Barbash answered questions from the floor during the afternoon session.

Teach Compassion

Women can participate in the war on poverty, Conference participants were told, by teaching their children that poverty is morally wrong, rather than that it is weakness or moral turpitude in the individual. Children should be taught compassion for the unfortunate. Women should also pressure congress to remedy this situation. And they should support no hand-outs, give no rewards to 'drop-outs', but teach children responsibility and the necessity to work.

Equal status will be achieved only when the women force it. No group gives up an advantage without reluctance. They do it only when forced.

Should Be Welcomed

Rather than through individual case work, the disadvantaged may be helped through group therapy.

A more hospitable environment and the elimination of snobbishness will increase the number of women taking part in volunteer activities, the women were told. If the laboring class is to enter such groups, it must be made to feel welcome.

Recommendations were tha lines of communication shoulc be opened between the advan taged and the disadvantaged that children should be prepare early for the world in whic they will live; that private an voluntary agencies, as well a public agencies, have a part i working on woman's changin status; that more guidanc be given women to prepare ther for the lives they will lead, an that the working mother t helped in adjusting to her du role.

Women may achieve and y remain feminine by looking lil girls, acting like ladies, thin ing like men and working lil dogs, Dr. Ethel Alpenfels, Pr fessor of Anthropology at Ne York University, told the wor en. We would be better off work toward maturity as inc viduals, rather than as men women, she said.

'Changing Status of Women' is Probed at Governor's Conference

By MARJORIE MILEY
Women's Page Editor

Nearly 400 men and women representing the fields of education, business and industry, the professions, labor unions, welfare agencies, parent-teacher and home-school groups, and interested individuals gathered at the Wisconsin Center at the University of Wisconsin this past weekend for the Governor's Conference on the Changing Status of Women.

Originally scheduled for Nov. 22 it was cancelled because of the tragic death of President Kennedy.

The great interest in identifying the urgent problems in lives of women today was shown in the fact that very few registrants for the November date cancelled their reservations and only two substitutions had to be made in the speakers or chairmen for the ten section or discussion groups.

During the next few weeks I plan to write a series of articles about the material, speeches and discussions presented at this conference. It was a most stimulating program. Some of the material was review for many of us who have watched and studied and written about the problems of women, especially employed women, for the past decade. . . . but many new questions, new thoughts, new ideas were introduced, and it is hoped these will lead to understanding and solutions of the problems of employment, community service, education, political participation of the present day woman.

Gov. Reynolds, who called the conference, announced his plan to appoint a statewide Commission on the Status of Women, when he gave a welcome address to the group Friday evening in the Wisconsin Center Auditorium. His speech, as well as all the speeches and discussions during the weekend, was seen by the overflow crowd via closed circuit television in another room at the Center. The Governor and his wife also entertained at a tea at the Governor's mansion when the conference closed Saturday afternoon, thus giving the registrants a chance to chat with him and meet his wife and family.

A brief outline of the speakers and symposium members at the conference will give an idea of the areas covered in discussions this weekend and perhaps why many of us had the feeling that we had only scratched the surface of possibilities of programs and discussions on the changing status of women.

Keynote speaker was Prof. Jack Barbash, professor of economics and School for Workers at the University of Wisconsin. He has written five books and many pamphlets and articles relating to labor unions. Prior to joining the UW faculty he was an economist for National Labor Relations Board, economic advisor to the U.S. Office of Education, and a specialist in labor economics for the War Production Board.

Closing the conference with an address suitably titled "The Outlook for Full Partnership" was Dr. Ethel J. Alpenfels, professor of anthropology at New York University, a dynamic speaker and nationally recognized authority on social behavior and anthropology. Well known in Wisconsin, she taught at Beloit College and the University of Wisconsin - Milwaukee before going to New York. She was voted "Teacher of the Year" in 1951 by the American Women's Assn. and "Woman of the Year" in 1955 by the National Association of Negro Women. She is the author of "Sense and Nonsense about Race, Brothers All."

Between the keynote and closing speakers we heard:

Mrs. Harry Hamilton, Madison, member of the Governor's Commission on Human Rights, English teacher at the Madison Vocational School, and wife of the managing editor of the Agronomy Journal.

John Wrage, Madison, assistant vice president of Gisholt Machine Co., and member of the Apprenticeships Policy and Advisory Committee for Wisconsin. (He told me he spoke in Manitowoc at a recent apprentice graduation banquet.)

Catherine Conroy, Milwaukee, representative of the Communication Workers of America assigned to eastern Wisconsin, and former full time president of Local No. 5500, CWA. (She is a frequent visitor in Manitowoc, she told me, and knows many of the CWA members at the Wisconsin Telephone Co. office here.

Judge Ervin Bruner, Verona, juvenile and family court judge for three years.

Dr. H. Edwin Young, Madison, dean of the College of Letters and Science, UW, since 1961, teacher of labor problems, American labor history, foreign labor movements, and world-known economist.

Miss Beatrice McConnell, Washington, D. C., deputy director of the Women's Bureau, appointed by the Secretary of Labor.

Attending the conference with me was Miss Edna Griep of Two Rivers, secretary of Metal Ware Corp., and corresponding secretary of the Wisconsin Federation of Business and Professional Women's Clubs Inc. We were met in Madison by her niece, Miss Barbara Czechanski, a senior at the University majoring in correctional administration, who also attended the conference.

Later we saw Mrs. Valeria Miller, coordinator at the Two Rivers Vocational School, and Mrs. Jerome Mahlberg of Milwaukee, the former Rita Hammer of Manitowoc who was attending with a group from the Milwaukee Archdiocese Home - School Assns.

At the dinner Friday evening I sat across from William Reitter, employment manager at A. C. Sparkplug, Milwaukee, and asked him why he was attending the conference. "We employ many women," he said, "and I am here to find out just what the changing status of women is."

And that's why all of us were there . . . to find out, to learn, to find common grounds of understanding, and as Gov. Reynolds said in his invitation, "to suggest some of the directions in which together we might move towards a solution of these problems."

It was neither a fact - finding or decision - making conference, but many of the questions and proposals and recommendations made will be studied and implimented by the statewide commission on the Status of Women.

Effect of Industrialism on Status of Women Keynote of Conference

Industrialism frees woman from the home but is this compatible with her fulfillment as a woman?

This question was posed by Prof. Jack Barbash, professor of economics and labor education, University of Wisconsin, when he was keynote speaker at the recent Governor's Conference on the Changing Status of Women at the Wisconsin Center, Wisconsin.

Woman's problem begins with industrialism, he said, because it is industrialism that is undermining the function of the family in the home as the economic, social and educational center for members of the family. Industrialism has put the status of the chief administrator of the family community, the woman, in limbo, the professor told the large audience of men and women representing business, industry, education, labor unions and many organizations.

He asked whether an acceptable shift can be made from total preoccupation with home and family to a legitimate position in the volunteer community, the political arena and the labor market.

Barbash said legal status is probably the easiest thing for women to achieve. "What we have here is more a question of personal and cultural legitimacy," he said, and asked more specifically, "How does a woman achieve a sense first of personal worth, and then of social acceptance in a man's world when the values of that world stress her family role but the necessities conspire after child-bearing to destroy that family role"

Industrialism transferred earning a living from the home to the factory, and more recently from the home to the office, the professor explained, and this has made woman's work for pay possible, and children's work for pay possible, thus completing the abandonment of the family as an economic unit. Only farming as a family economic activity resisted this economic disintegration, and the importance of the family farm is waning, he said.

He brought out the point that a wife of the family had a settled and established position in the family and home, but it has been regarded by society (including the woman herself) as a position socially inferior to the husband and to the children, and inherently self denying.

Barbash quoted C. Wright Mills as saying, "When an individual is kept in a state of inferiority he does become inferior." Applying this to woman's entry in the man's world away from home, he said, "They are not only forced into inferior positions, they assent to inferiority and even volunteer for inferiority."

The issue which this raises, he said, is of one piece with the dominant political theme of our times: the revolt against genetic inferiority in the human species, not only between men and women, but as among various pigmentations of human skin.

The question of the changing status of women is a relatively modern question, Prof. Barbash said in his keynote speech which established the terrain which the conference was to cover. Realistic consideration of the question and responsive answers are made possible by advanced technology and sensitive moral and ethical viewpoints, he said.

Referring to the report of the President's Commission on the Status of Women issued in October, he quoted a phrase from the late Mrs. Eleanor Roosevelt's earlier progress report on the work of the commission: "A rapidly-rising national output is the strongest weapon against substandard jobs, poverty - stricken homes and barren lives." He also quoted Labor Secretary Wirtz who said in the report, "There is not going to be much in the way of expanding opportunities for women unless we are ready and able to assure the jobs which the economy as a whole requires."

He touched on the effect poverty or low-income has on women by quoting from an analysis by the Social Security Board. In brief, the points were:

1. Low income means little or no preventive medical care, poor nutrition, overcrowded housing, lack of privacy.

2. Low incomes means pressure on the youngsters and the mother to earn money to supplement the father's low income. Poverty increases possibility of school dropouts.

3. Medical care cost problems weigh heavily.

4. About 15 million children have mothers who are working outside the home; 4 million of these are under age 6, and 5 million are aged 6-11. Many of these are mother - only families.

5. Existing day-care facilities are grossly inadequate; only about 185,000 children can be served by licensed facilities.

Adult education, Barbash continued, was stressed by the President's Commission as a first priority objective for the enhancement of woman's human conditions. But he said, "Adult education is still treated as a leftover . . . but clearly at this juncture. . . leftover education for the adult, and specifically for the adult woman, will not be equal to the demands which the times are making upon us."

Returning to the point, "Woman's place is in the home" he said the home is still the occupational category for the majority of women. But, he stressed, "Home and family no longer perform the function they did, and therefore no longer carry the sense of total purpose for most women."

Some of the larger issues he suggested for consideration at the conference (and among the conferees) were:

1. The role of family and the home be reasserted in a modern context. "The home, it seems to me," he said, "is the natural place for the inculcation of feelings for other human beings that are so important in the quality of life." After elaborating on this point he asked "How can the family and the home, and the woman as the pivotal person in the home, inculcate that respect for humane values that are the indispensable ingredients of a moral society and of a decent life?"

2. The house of the volunteer—the halfway house between home and the labor market, that is not included in the gross national product and not counted among those gainfully employed, must be considered, he reminded the conferees. He said the women volunteers have motivated the major reform movements of our time, and industrialism has been bearable for the large masses of people precisely because women reformers did confront the social conscience with the excesses of industrialism and thus prodded governments and businesses to do something about these excesses. "They literally humanized industrialism in the United States," Barbash said of the women volunteers.

Bringing this up to date, he raised the issue, "Can not the one-fifth of a nation in poverty serve as the new cause in whose behalf the women reformers will once again goad us out of complacency?"

3. After quoting labor department statistics involving women, he raised the issue, "To what extent are women in collusion with their male colleagues in accepting, if not urging, inferior status as a way of gaining competitive advantages over men for lower rated jobs? Does the woman worker's divided commitment between home and job mean that she is indifferent to her responsibilities at her place of employment?

Whether enlargement of the woman's world, imposed on her by industrialism, has been a good thing or not, ultimately comes down to a choice of values, Barbash said, and asked the women:

"What is it that you want — the security that comes from a settled existence with every groove you move in neatly cut? Or is it the sense of freedom that you value more, even though freedom brings uncertainty and conflict?"

Economics has already settled the question of the direction of change in woman's situation, according to Barbash, but what has not been settled is woman's status in the face of inexorable change.

"To deal with this question of status, we shall surely have to do a good deal in law and custom, but up to and beyond this point the major effort for parity will have to be made by women themselves," he concluded.

Many Implications of Changing Status of Women Discussed by Panel of Experts

Everyone attending the Governor's Conference on the Changing Status of Women at Madison last weekend received a large white folder bulging with printed materials.

On the cover, along with the title, "Working Women," was a cut of a young woman, well dressed, obviously on her way to her job. But what occurred to us was that the picture of the woman was gray and blurred, out of focus. One conferee quipped, "Maybe it's meant to show that the status of women is still a shadowy thing . . . that hopefully we're coming into focus, coming out of the woodwork."

And as the minutes of the conference ticked by and we heard speaker after speaker turn up different avenues of this challenge of identifying women's true status in 1964, we knew that it would be a long time before all the road blocks were removed and there would be a clearly defined trail cut through the wilderness of words, ideas, established customs and prejudices.

In the conference symposium set up to point out "Implications of the Changing Status of Women" we heard from Beatrice McConnell, deputy director of the Women's Bureau, U. S. Department of Labor. She said there has been "a deep and fundamental change" in the status of women in the past several decades that "touches on every aspect of life . . . not only the home but in the community, in activities outside the home."

Women represent one-third of the labor force in the United States, she said, and added, "But the numbers and characteristics have changed. Today's working woman is older. She's represented in more occupations, but has not increased her representation accordingly in the skilled, technical fields."

More women are enrolled in higher education with 140,000 receiving bachelor degrees in 1960 and 25,000 earning graduate degrees, according to Miss McConnell. But she deplored the fact that the number of women earning degrees in physics and biological fields, and new fields of the space age, have not increased proportionally.

"There are many opportunities in the scientific fields, the shortage fields," she told the conference audiences. "The future is challenging for women — more community services such as day care centers are needed for working mothers. . . automation brings changes in the future of the unskilled woman worker and more education is needed . . . the key to success is education and training, and the wise woman will prepare herself with a good education and continue her training," she said.

"This is a world of change . . . it is changing even more dramatically for women. Don't be set in your ways," she told the women. "Don't be content with the society of the past. I think this conference will be a good guide to the future," was her concluding observation.

Dr. H. Edwin Young, dean of the College of Letters and Science at the University, and a world-known economist, made the wry observation that while there has been a rapid increase in the number of working women there has been no increase in the number of men who are mothers, and he said, "We can't change this status."

Dean Young advanced the idea that the topic under discussion was not so much the changing status of women as the ever-changing state of the world. He said that women coming back into the labor force after an absence of 20 years must take up-to-date training, and those entering it for the first time must take initial training. "And it is hard to train someone who has never been trained before," he said.

"Never stop going to school," Dean Young said. "To prepare people for this changing world we must have more adult education. Individuals returning to work will find they are entering a different market. They must learn new techniques and new developments in their field, or in new fields," he said.

Using the sailing term, "split tack" as a parallel he told the group, "You'll never catch up by following in the direct path of the leader . . . very few women will become college professors because while they are taking time off to rear their families, the men are moving ahead academically. But we need them in other areas . . . we need their management skills . . . maybe their status title won't be as high but their position, their contributions, will be most important.

"Women should be concerned with the changing world. When they are ready to return to the labor market, they should look around and find a job where their experience will be the most valuable," he said.

Problems of the "disadvantage woman" were introduced into the discussions at the conference by Judge Ervin M. Bruner, Dane County juvenile and family court judge. "In many cases these women have mental and physical limits . . . many of them have had less than a high school education, no job training and entered into early and unsuccessful marriages. Some of them are in the ranks of the unwed mothers, some have criminal records . . . many thousands have a combination of three or four real handicaps, related disadvantages," the judge said.

"Children of these women are at a disadvantage from the start. They live in the shadows of the community and their plight is often kept from public view. Don't forget this group," he urged the conferees.

"Chronic unemployment and poverty are ruining segments of communities, and we must improve the status of the disadvantage woman or society will pay the price. Their lot is improving," he continued, "but the education field could use a jolt . . . public welfare and the federal government are taking steps and Wisconsin has aid to dependent children, but we could do more. More public interest would help initiate improvements," he said. He would like to see: 1) More pressure for action. 2) More creativity and expression in education. 3) Use of schools at night for recreation and education. 4) Public child day-care centers. 5) Local level family rehabilitation training, opportunities for delinquent youth. "We must not forget, in our special efforts, to attempt to salvage those in the shadows of our communities," he repeated in re-emphasizing his point.

One of few women in a leadership role in the labor union field, Catherine Conroy, of Milwaukee, said women should get organized "because you can't accomplish anything unless you are organized." She is the representative of the Communications Workers of America, AFL-CIO.

She told the women not to take a back seat. "Women are sitting back voluntarily. They are content to take the minutes, bake the cake and serve the coffee, but hesitate to make the decisions. Why are men more qualified to solve the problems?" she asked.

"It's hard to find women who will accept responsibilities, make decisions. They are good workers but are afraid to be competitive with men," Miss Conroy said.

She pointed out that years ago it took the whole family to run the family and the home. "Our outdated school hours were set up originally to give the children time to help in the fields," she said, "and the vacation schedules were established for this same reason.

"But today a woman has to really work at housework to make it fill a day . . . some make a fetish out of housekeeping because taking a job outside the home would make them feel guilty," she observed.

"There must be a place for working mothers who also run a good home," she said and added that women can "fit in" as well as men in the labor market. "Women should get together and study their problems and not ask the men (for help) until they are ready to engineer action," she said.

(CONT.)

MANITOWOC HERALD TIMES-FEBRUARY 7, 1964

John Wrage, assistant vice president of Gisholt Machine Co., Madison, brought out the implications of the changing status of women especially as it applies to women in business and industry.

He said that only five to 10 per cent of women in industry cause the problems. "They muddy the waters and get the publicity. The other 90 plus per cent are wonderful and many men supervisors wish they had them back," he said referring to the many who returned home after the War II emergency had passed.

"The presence of women influenced the shop," he said "and it was only the five per cent trouble element that tried to out-man the man, out-tell the stories. It was the first time many of them had been thrust among a bunch of men and it was a strange world to them. This white hair," he said, pointing to his generous thatch, "came when I was safety director. I tried to make the women keep their hair under the caps . . . for safety reasons . . . but they didn't like it because they thought it made them less attractive."

Addition of women to the shops brought many changes in facilities, hours, laws giving special consideration to women. Wrage observed that women workers, in general, show little interest in insurance, retirement, long time benefits. "I got a husband, he can take care of me," is the stock answer. Many women don't want to advance in their jobs, are content to stay where they are, and as a result plug up spots for trainees. Employers now "hire for permanent" he said and closed with the question "Why does an employer offer jobs?"

Final panelist in the symposium was Mrs. Harry Hamilton, Madison teacher and community leader and member of the Governor's Committee on Children and Youth. She formerly served on the Governor's Commission of Human Rights.

She said she had observed in her three-generation family that "my mother had to fight for women's rights; my generation had to prove it could earn Ph.D. degrees in math (example); and my daughter's generation doesn't have to prove anything.

"We have to re-assess our position in 1964. Where are we? We are not fighting or competing with men," she said, "but trying to realize our fullest potential in doing the things we do best."

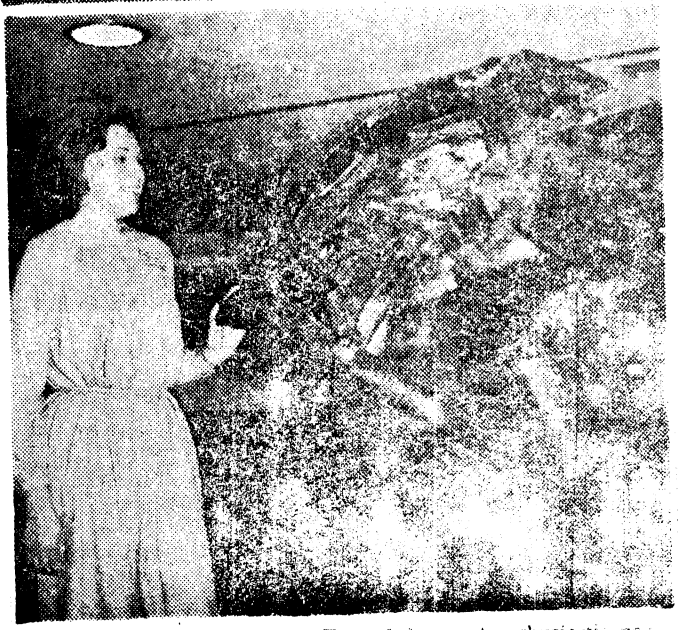
She said "status" is a comparitive term and she preferred the term "role." Mrs. Hamilton offered the suggestion that women must decide if they want to assume their roles of wife, mother, community volunteer and paid worker concurrently or sequentially. "It's possible to stake out' your years, assume the roles, work at it in a new way, be creative," she said.

She said women volunteers are important and can create a public conscience. One of the greatest needs, she said, is to make institutional care more personal and humane by offering to help the overworked staffs.

Women have an obligation to elevate the moral climate of their government, she continued, and must vote to help elect officials, and also must seek elective and appointive offices. "Women do the leg work on the level of local politics, but have real ability to assume policy making posts. It's a responsibility of freedom," she said and lauded the work of such organizations as the League of Women Voters.

"Women's fullest potentiality will be realized in this modern society if it can be fashioned without denying their femininty," Mrs. Hamilton concluded.





ATTEND CONFERENCE — Two of the most enthusiastic participants in the Governor's Conference on the Changing Status of Women at Madison last weekend were (top photo) Mrs. Mabel R. McClanahan, left, of Appleton and Miss Winifred Statz of Madison. Mrs. McClanahan, currently serving as treasurer of the National Federation of Business and Professional Women's Clubs, Inc., was one of three BPW members who approached Gov. Reynolds last summer to urge creation of a Governor's Commission of the Status of Women. The governor announced at the onset of the conference that the Commission will be established within the next month. One of several University of Wisconsin students at the conference was Miss Barbara Szczepanski (lower photo) of Two Rivers, a senior majoring in correctional administration. She is photographed examining some of the unusual art work displayed at the Wisconsin Center, site of the conference. (Photos by staff photographer).

Status of Women

Sectional Meetings Air Many Problems

By MARJORIE MILEY
Women's Page Editor
(Fourth in a Series)

There comes a time during every large conference when the registrants would like an opportunity to discuss the facts and questions informally in buzz groups, huddle sessions or sectional meetings.

And it was at the 10 sectional meetings during the recent Governor's Conference on the Changing Status of Women at Madison that the local problems, the specific problems, as well as the more general problems bothering people in relation to the working woman, were aired.

Each section had a leader. Ours was Dr. Josephine Staab, associate dean of the School of Home Economics at the University of Wisconsin. (Perhaps it was her resemblance to Margaret Chase Smith which prompted so many questions on a woman running for President of the United States.) "Planted" in each sectional meeting room were several experts on various phases of employment problems. Ours included Arthur Silverman, deputy director, Milwaukee County Department of Welfare, Jean McNary, recruiting officer, State Bureau of Personnel, Madison, and Wilbur Walter, director of Community Services, Wisconsin State AFL-CIO, Milwaukee.

It didn't take much to get the group going and at the end of the allotted 60 minutes we had covered only a fraction of the points introduced.

For example, those in our group were asked to mention any local differences in wage scales for men and women. Someone knew of women medical technicians who are earning 30 cents an hour less than men medical technicians. The women are allowed to work the day shift only and as a result can't earn the premium night - shift pay. It was indicated that this particular incident is currently being investigated to see if there is discrimination against the women because of sex.

Another difference in salary scales mentioned was separate schedules for men teachers, women teachers and married women teachers in some cities.

It was also brought out that most unions protect women workers' seniority rights but this doesn't stop resentment at lay-off time when men with less seniority think they should be kept on the job and the women should be told to "go home." This simmers down to the fact that women when they compete with men in an economic area.

The point was raised that men are more active in union activities while women are content to merely accept the benefits. However, it was also revealed that when a man "punches out" from his job his primary responsibility for the day is completed and he has more time for union meetings and activities while the working wife or mother has additional duties at home. The fundamental question here is: How many things can one undertake concurrently?

One woman offered the suggestion that men teachers should get more money to lure them away from industry and keep them in the teaching field. However she didn't get any support and it was reiterated than women teachers doing the same work as men teachers should get the same salary.

One homemaker and mother in the sectional meeting said it was important for women with dependants at home to figure out what it costs them to work in terms of hiring sitters and cleaning women, purchasing more expensive convenience foods, and the clothes, car fare and lunch money needed for a job. It was also pointed out that there are two kinds of women's work: first where the woman merely wants a job, any job, to earn a little extra money, and second, the women who wants identity, who wants to advance, who wants and is willing to fight for equal pay for equal work.

In the field of women in politics, one conferee said it is the basic attitude against changing and added that women can't begin to compete with men on an equal basis until they participate in politics and the law - making machinery of the country.

"Women have been the window dressing in politics. They need to have their confidence built up to a point where they will want to run for elective offices or be available for appointive offices," another conferee suggested.

It was further suggested that women should learn more about candidates for offices and vote on the basis of qualifications instead of personal feelings. A representative of the University Extension office said that women could attend non-credit seminars offered throughout the state and thus learn more about government and gain more self-confidence.

The question was raised that at what point in the family cycle is a women able to enter politics, actively, and is the husband able to subsidize her expenses out of her earnings. The question resulting from this discussion was "How does economic dependency influence women's participation in politics?"

Silverman, who had been sitting back and listening to all the conversation in the sectional meeting, asked why they hadn't brought up the poverty question. "This group has pushed poverty into the corner. Can't we face it?" he asked.

He said there are 8,000 people in Milwaukee who have not completed one grade of school, 22,000 who have completed only four grades of school, and 37,000 who have completed six grades of school. "Half of these are women," he said.

These people, functional illiterates, often can't fill out application blanks, they can't even read the want ads, he told the group. These people are on the relief rolls. "The key to the problem," he said, "is education and training. People can be taught to read. At the present time 177 people on assistance rolls are enrolled at the Vocational School trying to lift themselves out of this level," Silverman said.

Another conferee said it is important to get the children of migrant workers into school so they will not follow in their parents' footsteps.

Labor market conditions will be different in 10 years time and new jobs, new opportunities are opening all the time. Knowing this, one woman said, "We must plan our careers to a degree we never thought about before. We must learn to face mobility and automation."

Dr. Staab brought out the fact that the mother as the counselor of her children, their guiding hand, can make no greater contribution to future generations. "We do not put an economic value on the work of the mother, the homemaker, but a well adjusted young adult is a product that is priceless," she said, "and what that young adult is today is governed by his start in life."

Questions and recommendations raised in the 10 sectional meetings were sifted down to workable form for another general session of the conference and were "fielded" expertly by the symposium members and the keynote speaker.



SECTIONAL CHAIRMAN— Dr. Josephine Staab, associate dean of the School of Home Economics, University of Wisconsin, Madison, was typical of the discussion leaders assigned to the sectional meetings during the recent Governor's Conference on the Changing Status of Women at Madison. Questions for the symposium speakers and recommendations based on discussions in the smaller groups were the goals of the 10 sectional meetings at the conference. (Photo by staff photographer)

Nice Guys Don't Win Ball Games

Have Courage of Convictions Is Advice Given at Conference

Have you heard of Durocher's Law? It goes something like this: "Nice guys don't win ball games."

Flexible definitions could be. 1) People are ground to dust because they don't have the courage to assert themselves. 2) Don't be rude but have the courage of your convictions. 3) The notion that certain professions demand that you deny yourself has no place in the modern world.

This discussion erupted from a simple question asked by Sister M. Nona, O. P., president of Edgewood College, who was a section leader at the Governor's Conference for the Changing Status of Women recently at the Wisconsin Center, Madison.

The question resulted from her section's discussion period during the conference and it was presented during the final general session at which each section leader was privileged to ask one question suggested by his or her group. Panel of experts included the symposium speakers who had appeared earlier and Prof. Jack Barbash, the keynote speaker.

Sister Nona's question was, "How can a nurse, with humanitarian inclinations, reconcile the needs of her profession to her own economic needs?"

Durocher's law was quoted by Prof. Barbash whose colorful comments often sparked the conference and evoked laughter but also set off some very serious thinking among the conferees.

Dean H. Edwin Young responded to Sister Nona's question with this observation. "No scheme of medical arrangements can make medical care cheap. We devote large sums of money to public welfare and we should be able to pay well for the services which people now do for free."

Dr. Roger Guiles, president of Wisconsin State College at Oshkosh, another section leader, asked "Are we depreciating the role of mother and homemaker with our new emphasis on the status of the working woman?" The answer came from Miss Catherine Conroy, labor union official, who said, "If you want the real answer, ask a wife and mother, ask her if she's appreciated." She also indicated that the wife and mother must have an opportunity to get out of the house to find out what is going on in the world in which her family revolves.

"How can women participate in the war on poverty?" was the question from Dr. Josephine Staab's section. Judge Erwin M. Bruner, family court, Dane County, said, "Not all of the unmotivated people are that way of their own free will. They are the result of our culture . . . our communities made them what they are. We must try to encourage them and each of us must ask what we can do."

Dean Young said, "We should tell our congressmen we don't want poverty. We want a society of enough jobs." Industrialist John Wrage of Madison said "When are we going to reward the good guys and stop supporting the masses who do not try to improve themselves?"

Speaking for his section, Dr. William D. Dowling, UW Extension Division, asked, "What can be done to help males understand the changing role of women?" There was laughter, and more laughter when Prof. Barbash said, "Go out and blow hard down someone's neck (to get results.) If you are not content to work for lower pay, agitate, go out and organize and breathe hard. Most of the time you have to get a little nasty to get what you want. This is a free country. The other side can talk back."

Mrs. Harry Hamilton, Madison teacher and civic leader, retorted, "Education has prepared women for a role they are unable to fill. They are taught not to be nasty. It is unwomanly.

"Studying the plight of women, and of any minority group, we have learned that any group with the advantage gives it up very unwillingly. Change will come only with agitation," Mrs. Hamilton said.

A county home economist from Milwaukee, Miss Barbara S. Rice, said her section group had asked the question, "Could the individual receiving ADC (aid to dependent children) have a group relationship rather than an individual relationship with the agency and know more about the agency helping her?"

Judge Bruner said that organizing the ADC mothers into groups might be an improvement over individual case work. They could ask questions and know more about the policies and operations of the agency helping them. He added that such meetings could be important educationally and as a morale builder.

Speaking for her section, Dr. Margaret Monroe, director of the U.W. Library, asked, "If as a result of this conference, we organize locally to co-ordinate our efforts, would these organizations have any value?"

Mrs. Hamilton said local organizations would broaden the base of activity, and Miss Beatrice McConnell said local organizations would spread knowledge of what is being done in this field.

Responding to the thought that this would be one more organization in an already over - organized society, Prof. Barbash said, "The more the merrier . . . lots of people are left alone who do not want to be alone. Because their dress is different or their accent is different they are not accepted. More basic hospitality and less snobbishness should be practiced. Members of a group should go out of their way to welcome a newcomer, a new member. Many more would participate in the work of or-

ganizations if a more hospitable (not over solicitious) climate were created."

"How can we change the image of the feminine mystique as created by national magazines" was another question. Buy different magazines if you really want to change it, was one answer.

Another question was, "Isn't there great confusion among women themselves about what they really want?" Miss Conroy said, "One thing women have to learn to do is how to function effectively as an organization, how to tackle problems, how to get along with each other. Be a little political . . . try to make your present organizations effective," she said.

Mrs. Hamilton said there is no single role for every woman. "There are many roles for women. We have different talents, different qualities and must work out our roles to develop our full potentialities."

Wrage commented that a woman's organization can do no good if it does not have dedicated, committed individuals as members.

Finally, the recommendations from the section discussions were offered. Only one section leader observed. "There are as many definitions (problems of status of women) as there are people here. We feel we are in no position to talk in terms of implementation."

But the other sections came up with at least one recommendation and the recorders' notes in each section meeting will indicate many more were suggested. Here are some of them.

1. Open the lines of communication to the disadvantaged persons. Do it individually as well as in groups. Begin young. Children can be taught to be compassionate, to be creative.

2. Begin early to prepare for our changing society. Re-examine what the schools can do. Re-examine the role of the home.

3. Private and voluntary agencies should also work on this study of the changing status of women.

4. Develop a life plan for helping the girl become a woman. Develop more effective guidance programs to make a woman feel she is adequate for our modern society. Provide help for the homemaker who needs it.

5. Give status to the volunteer and service workers.

6. Study ways in which trained women may retain contact and keep up to date in their occupation fields while they are at home rearing their children.

7. Increased efforts to reach employes to fill specific employment needs.

8. Provide facilities for apprentice training for women. Establish a less rigid educational time table for women giving them a longer span of time to complete their professional educations.

9. Provide more adequate child day care centers for children of working mothers. Employ older women at these centers and make use of empty church rooms during the week. Both private and public funds could be used to establish these centers.

The conference was wrapped up by Dr. Ethel Alpenfels, professor of anthropology at New York University, in her address "The Outlook for Full Partnership" which closed the conference. Some notes, quotes and thoughts from Dr. Alpenfels' address will conclude this series of articles on the conference.

Working Women

Greatest Challenge Is Remaining Feminine

Women's greatest challenge is to remain feminine while working side by side with men. If we solve this, we have solved the issue of the day.

This was the parting shot of a barrage of questions, challenges, facts and figures delivered by Dr. Ethel L. Alpenfels, professor of anthropology at New York University, the last (but by no means the least) of the speakers at the recent Governor's Conference on the Changing Status of Women at the Wisconsin Center, Madison.

She conveyed the idea that it's more important to develop mature persons, mature individuals, than to separate our thinking into "women only" and "men only" and "race only" catogories.

Qualities regarded as hallmarks of the mature person (emotional stability, creativeness, dependability) are not the property of one sex or one race, she said.

She also conveyed the idea that it's time we brought our "notions" or "customs" up to date. She asked the audience of more than 350 representatives of business, industry, labor, education, clubs and organizations, to think of "culture" as "the silent language of customs." As an aside, she added, "And you really don't know United States culture until you leave it."

For example, she told us, we have a notion that little boys don't cry, don't show their emotions. "So, they grow up and have ulcers, hypertension and die early of heart attacks, not from over work, but because they have to suppress their emotions rather than express them," she said.

Other examples of "notions" given included: mothers automatically love their children, fathers have to learn to love them; we have to eat three meals a day; grandparents are happier in retirement villages.

Our notion of mother-love is not understood by 70 per cent of the world, she said, and expressed the opinion, "I'm sure most grandparents would be much happier living out their last years in the same place where they spent their best years."

Men are not as prejudiced against women as we think they are, Dr. Alpenfels said. "They have broken down the label of 'women only' professions and are storming the gates of the teaching library, and nursing professions, formerly dominated by women. Can you break down the 'men only' labels on some of the male dominated professions?" she asked.

She pointed out that in terms of percenatages, there are fewer women in the professions today than there were 30 years ago. In 1960, only 35 per cent of the professional people were women compared to 50 per cent in 1930.

Reasons for this, she said, include: 1) We are the most marrying people in the world. 2) New professional jobs being created every day are largely in the scientific fields and women haven't entered these fields in great numbers. 3) A new generation of men is emerging, men who enter the professions.

"When a woman school principal retires today, is she replaced by another woman?" the speaker asked, and answered her own question, "No, the superintendent usually has a man waiting to replace her."

One great problem of young women today is "anti-intellectualism" in college, Dr. Alpenfels said. "The dominant goal in their lives is to get a man . we must teach them that it is possible to remain unmarried and live normal lives, and thus take the heat out of the notion, 'get a man at any cost'," she said.

But whether the young women marry or remain single, they meet to select their life work just as careflully as men, Dr. Alpenfels continued. "Times have already changed. The average girl now marries at age 18, has her last child at age 26½ and is in her early 30's when that last child is in school all day. Therefore she has 30 to 40 years of time ahead of her, time to live and spend productively. For that reason, there is more to attending school than getting a man," she re-emphasized.

She challenged the conferees to create new models for young women to follow. She told them to encourage girls not to take "soft" courses in school, but to get just as good an education as the boys, and to continue in school. "We need the unused talents of all women," she said, and observed, "If all the women working today were to quit their jobs, there wouldn't be enough men to fill them."

And so the conference ended on a note of challenge, with some ideas on "The Outlook for Full Partnership," the title of Dr. Alpenfels' address.



CONFERENCE SPEAKER—Dr. Ethel Alpenfels, right, professor of anthropology at New York University, spoke on "The Outlook for Full Partnership" in the closing meeting of the Governor's Conference on the Changing Status of Women recently at the Wisconsin Center, Madison. She was introduced by Dr. Martha Peterson, dean of student affairs at the University of Wisconsin. (Photo by staff photographer)

A noted authority on anthropology and social blehavior, Dr. Alpenfels is a professor in the School of Education in New York University. She was introduced by Dr. Martha Peterson, dean of student affairs at the University of Wisconsin.

The conference on which this series of articles was based was sponsored by the State Department of Public Welfare, The University of Wisconsin, the Women's Bureau of the U. S. Department of Labor, and the Industrial Commission.

Women Urged to Organize Locally

Recommendation from governor's conference on status of women

By DOROTHY WITTE AUSTIN
Of The Journal Staff

Madison, Wis. — If men treat women as inferiors, they are treating them like things, objects, rather than as human beings.

If women wish to improve their status, they must remember "Durocher's law," to the effect that "nice guys finish last."

If women would agitate and apply public pressure, there is every indication that they would get equal pay for equal work.

Men will accept women as women see themselves, therefore it is women who should upgrade their image.

Women ought to organize in local councils, to study their own problems of employment, advancement and equal pay, and to co-ordinate the work of all women's groups.

Suggestions From Conference

These and other suggestions, recommendations and bits of advice came in the climactic meeting of the recent governor's conference on the changing status of women at the Wisconsin Center. It was sponsored by the University of Wisconsin, the state department of public welfare, the ~~women's bureau~~ of the United States department of labor and the industrial commission. It drew 350 delegates from women's groups, government agencies, public and private state colleges, business and industry.

Six panelists, representing the department of labor, education, law, unions, industry and women's groups, sat on the stage. Ten section leaders, who had led groups of delegates in morning workshop sessions, sat in a row facing the audience in front of the auditorium. Each section leader asked one question, apparently the culmination of the morning's deliberations, and a panelist offered an answer. Later, each section leader presented a recommendation.

This was the way it went:

Sister M. Nona, O.P., president of Edgewood college, asked in behalf of her group, "How can a nurse today reconcile the need for her services and her dedication to her profession with her economic needs?"

Said Dr. H. Edwin Young, dean of the college of letters and sciences at UW:

"No medical arrangement we can make will make medical care cheap. We ought to expect to pay nurses well."

Said Jack Barbash, UW economist:

"I would like to invoke Durocher's law, which freely translated reads, 'Nice guys don't win ball games.' The greatest pros in our society are doctors, and there is no incompatibility between professionalism and economics. Nobody feels that doctors are not dedicated and they are well paid.

"The problem of women's status is not essentially a legal problem. It is a problem of women denying themselves, such as women who come to these conferences wearing their husbands' names on their identification cards. I don't assert that you have to be brash, but history is full of examples of those who were ground into dust because they didn't have the guts to assert their own self-interest. If women ask questions like that one, they miss the central point of Durocher's law.



Miss Conroy

Comparison of Roles

Dr. Roger Guiles, president of the Wisconsin state college, Oshkosh, asked in behalf of his section a question which drew laughter, and then an anticipatory silence.



—Journal Photos

Mrs. Hamilton

"In emphasizing the new roles of women are we downgrading or depreciating the role of women as mothers and homemakers?"

Panelists looked at each other expectantly, and finally a single woman, Miss Catherine Conroy, a Milwaukee labor union representative, replied.

"No, I don't think so. The problems of mothers are no different than ever. They are the focal point of the home. But they have to go outside the home today to provide the proper development of their children in some areas, such as education and recreation. They have to get out and find what is best for their families, instead of sitting at home, hoping somebody is doing it right.

"Some people apparently believe that to be an excellent mother you have to be washing clothes all the time. There are some excellent mothers who work, and some domestic tasks which could be well done by anybody."

Another panelist, Mrs. Harry Hamilton, a teacher and civic leader, replied:

"I have been a mother and a working wife for many years. And if you want to find a mother who appreciates her home and family, you have only to ask a working mother. There is no depreciation of this essential role. We need, rather, some time to combine roles and to redefine roles."

Discussion on Poverty

Dr. Josephine Staab, associate director of the school of home economics at UW, asked, "How can women participate in the war on poverty?"

They were told, first, that the war on poverty ought to begin at home, in the manner of relating to children the fact that poverty is morally wrong and results in debasement of human quality. Some people now view poverty as weakness, through a fault in the individual himself, particularly with the aid to dependent children program. Somehow, due to moral turpitude, they feel, poverty exists. The conquest of poverty then, the panelists concluded, should begin at home, by showing human compassion for those who are the victims of poverty, instead of self righteous judgment.

Said Dr. Young: "Go out and help get congress to believe that we do not want poverty. Make it clear you expect them to set their hand to this task."

One panelist, John Wrage, vice-president of a machine manufacturing company objected.

"How long are we going to go on supporting the mass of people who do not wish to improve themselves and when are we going to reward the good guys?" he asked.

There was a slight ripple of applause.

Judge John W. Bruner, a Dane county family court judge, replied:

"Yes, we have dropouts, yes, we have people who are unmotivated, but it is not completely a matter of free will. These people are the results of our social system. We all have to try to take some special steps to encourage and motivate them Our community made them what they are, and the question we must ask ourselves, is, what can each of us do?"

Men's Part in Change

Dr. William D. Dowling, associate director of informal instructional services, UW extension division, Milwaukee, voiced the question of his group in this way:

"Assuming that the status or role of women is changing and causes some problems among women themselves, what can be done to help men understand the changing roles of women?



Judge Bruner

Laughter greeted the question.

"I don't think we need to do anything," said Dr. Young. "Women ought to just keep rowing their boat along and men will go along with them."

Dr. Barbash reiterated "Durocher's law."

"People only get to understand something that they think is contrary to their interests when confronted with coercive evidence. It is easy to have conferences but you have to get out and blow hot

"Some women use as their stock in trade their willingness to work for less than men. Every indication is that if they agitate for an equal pay law they will get it, just as they got an equal suffrage law. If the cause is just, and is in a viable democratic society, they will get it."

Barbash continued:

"Most of the time you have to get a little nasty to get what you want. If you want something, it's true of civil rights or anything else, you have to fight for it. And our protection in a free society is the freedom of other people to talk back."

Dr. Young rejoined:

"I don't think women ought to worry so much about their status. If you believe you are equal to a man he will treat you in the same way. There is no great problem that I can see."

Traits Must Change

Mrs. Hamilton countered with the statement that it was difficult for women to be nasty because they had been taught since childhood to be polite, and that many times women were not aggressive because of the fear of being unwomanly. Then she added:

"Many of us have found out that a group which has an advantage gives up that advantage unwillingly, and these changes come only if people agitate." Mrs. Hamilton, a Negro, added that she had come to the conference determined not to bring up the subject of civil rights, but felt compelled to speak.

Miss Barbara S. Rice, Milwaukee county home economist, inquired, "How can an ADC (aid to dependent children) mother, become involved in the policy making process which controls her life?"

Judge Bruner replied that he felt that organizing the ADC mothers as local groups would help and would be an important improvement over individual case work relationships. The mothers could hear an outline of the ADC program as a group, could respond and ask questions, could make suggestions and voice opinions, could share problems and arrange social meetings and that these meetings might be important educationally and in building morale.

Value of Organizations

Dr. Margaret Monroe, director of the UW library, asked:

"If we should organize local women's councils to solve problems relating to status in employment and education, what are the values of adding yet one more organization, cross sectional though it may be?"

Barbash replied:

"The more the merrier. People should not be homogenized. The more coverage of public issues, the better."

He added that women should give some attention to eliminating snobbery in some clubs, in order to attract more women, and not just women of one class.

"If someone comes in who dresses differently, or speaks differently, there is a tendency in many women's groups, even in a group like this, to look at her sideways. And in some PTA groups, if a man comes in in a lumberjacket and cap, he receives the same reception, and he doesn't come in again, and the group is therefore weakened. A more hospitable, but not oversolicitous, climate should be created," Barbash said.

Miss Conroy urged that women of the conference stop addressing questions to each other.

"The thing we should do is learn how to function as an organization and how to get along with each other, how to tackle a problem, how to be a little bit political in the right way."

Mrs. Hamilton added, "There are many roles for women. We can be creative enough to work out roles and develop our full potentialities."

Recommendations Listed

The following recommendations came from section leaders:

Sister Nona recommended that women of the conference and member groups open the lines of communication between themselves and disadvantaged women, personally and individually; that they begin to teach their children to have compassion and concern for the needs of individuals and society.

Dr. Guiles urged that "we begin early to prepare young men and women for our changing society, to re-examine what schools are doing and can do."

Dr. Dowling suggested that young women receive help in making a life plan, preparing for roles they will assume; that women need effective guidance at all levels of education, and that working mothers should receive some help in fulfilling their parental roles.

Dr. Monroe called for a detailed study of the ways in which trained women may maintain breadth of view and contact with their occupations during the years in which they are at home, raising children.

Several section leaders said they could not make recommendations on the basis of the morning's discussions, that their groups had not agreed on goals or definitions of terms, and that further discussion would be necessary.

Mrs. F. L. McElligott, assistant to the chancellor at Marquette university, asked that some attention be given to creating a better climate for women in new occupational roles, and that women be permitted a less rigid educational timetable, a longer span of time in which to complete their professional educations.

Mrs. Kirk Petshek, president of the League of Women Voters of Milwaukee, pointed to the basic need for more adequate day care facilities for children.

MILWAUKEE JOURNAL-FEBRUARY 5, 1964 (CONT.)



—Journal Staff Photo by Clarence Schmitt

Panelists and section leaders faced 350 delegates to the governor's conference on the changing status of women, to ask and answer questions based on workshop discussions. The conference at the Wisconsin Center, Madison, was designed to explore the issues relating to the status of women in education and employment.

Delegates' Opinions Vary Widely

Governor's conference produces words, hopes, few promises

By DOROTHY W. AUSTIN
Of The Journal Staff

Madison, Wis.—And so the great game goes on. Analyzing, criticizing, encouraging, deploring and praising American womanhood is a national pastime, and the 350 delegates to the governor's first Wisconsin conference on the changing status of women entered into the spirit of it enthusiastically. Talk, streams of talk, miles and minutes and myriads of words seethed and steamed in the rooms of the Wisconsin center, oozed out into the hallways and swirled and eddied in the lobby.

Every conceivable kind of woman was here, the important and the obscure, the young and pretty ones, the mink coated clubwomen, group leaders with their strong voices and authoritative gestures, earnest career women with their agency's special interest, the homemakers with their pastel suits and pretty hats. Many were articulate and some were not.

A sprinkling of men, educators and a few delegates from industry, looked somewhat uncomfortable and sought each other out eagerly.

"I've been to so many of these conferences," said one delegate, wearily, "that I could give the speeches."

Having read the report of the president's commission on the status of women, the springboard for such conferences everywhere, we wondered what might come of this conference. And so we asked and listened.

About Presidency

Two chief topics, it appeared, were speculation on possible results of the conference and the reactions to Margaret Chase Smith's recent bid for the presidential nomination.

As might be expected, reactions were well and thoroughly mixed.

Miss Marguerite Gilmore, Chicago, regional director of the women's bureau of the United States department of labor, said it was her hope that the conference would stimulate the interest of women throughout the state in the various problems which are "basic in determining what the status of women is, here in Wisconsin."

She described unemployment as the biggest problem of an emergency nature nationally.

"Along with it we are trying to correct situations which discriminate against women in jobs, including equal pay and equal opportunity for promotion on the job and for training into management.

"Women just haven't had the chance to go into training that would prepare them for management jobs," she pointed out.

Legal Problems

She said it might be difficult to implement an equal pay for equal work law because it would be difficult to have to prove that jobs were really equal even though job duties might be slightly different. In some cases slight differences of job duties should not mean differences in pay, she maintained.

She considered the climate "good" for a woman to declare her bid for the presidential nomination. She said the president's commission report on the status of women had received an enormous amount of interest, "more than we thought it would."

"President Johnson has said he wants 50 women for top jobs in different departments, and has asked his cabinet to look for and find qualified women, and to have some on their staffs."

Optimistic View

Mrs. John A. Upton, Chicago, information officer for the Chicago region of the department of labor, said she hoped the conference would lead to more awareness of women's potential and that it might show "how we can encourage women to train for special work and to retrain if they have been displaced by automation."

She said she thought it was a good thing that Mrs. Chase had declared her bid for the nomination for the presidency "because I think it is the first time, right now, that people have been awakened to the fact that women are important both in politics and in the work force of America and that most women some time in their life will work."



Sr. M. Nona

Mrs. Josephine Dunne, representative of the United Rubber Workers, local 663, Janesville, said she thought women would have "definitely" more equality in every way, and within a short period of time. Of Mrs. Chase's incipient campaign she said, "Certainly I'm all for it. It is high time a woman entered politics at the highest level, and I envy her the opportunity."

Mrs. Doris Thom, a representative of the United Auto Workers, local 95, said she was primarily interested in hearing an exchange of ideas, to see if other people" feel the same way I do about the changing status of women."

"Women are to a certain extent getting more recognition," she conceded, "but I feel men are still most interested in keeping their women at home. They want them educated and alert, but they must do in order to be accepted as capable, that they must work extra hard, almost twice as hard, but that understanding of men is on the way."

She said the dilemma was economic.

"For example, we have two boys who are going to go to college. Well, you can't send them on one income of average proportions."

Cites Example

Mrs. Robert Young, chairman of the Wisconsin Federation of Women's Clubs commission on the status of women, said she believed quite a few concrete improvements could come about as a result of the conference. She said that she thought this time a "wonderful era for women."

She referred to Mrs. John F. Kennedy's demeanor after the assassination of the late president.



Mrs. Linner *Reitter*

"They always say that women are so emotional they fall apart under stress. Mrs. Kennedy gave us an example of what a woman can do under tension."

She also said she thought Mrs. Margaret Chase Smith could handle the presidency "very capably."

Mrs. Shirley White, assistant dean of students at Beloit college, said she felt that extra research was needed in the area of women's status and that such research was likely to be forthcoming.

She said women's attitudes today were not the same as the feminist attitudes of the twenties.

"They seem to have more understanding of what they



Mrs. Clarenbach

Tells Experience

Mrs. White said she was glad that Mrs. Chase had opened her campaign, but that she hoped the Maine senator would be aware of the implications for all women, since her credentials are going to be examined more closely than those of a man would be, she said.

Mrs. White said she felt her experience was typical of many mature women. Her husband died suddenly and left her with three children to raise. She had married young and had not gone to college. She began as a freshman, achieved her first degree in 1961 and her second





Mrs. Dunne *Mrs. Young*

degree in personnel administration in 1963. Her boys are now 19, 18 and 11. She has received word that she is going to be in the fourth edition of Who's Who in American Women.

Mrs. Winifred Frazier, 5117 N. Cumberland blvd., Whitefish Bay, said she thought the conference would lead to a reawakening of the public conscience, an awareness of the vital role of women. She said she thought it was high time that women realize they have lost ground.

She referred to the recent report which stated that there was a smaller percentage of women going to college than in 1939. She also recalled that 25 years ago all top jobs in the field of child welfare were held by women, and that now all the top jobs are held by men. She said her principal concern in the conference was in presenting the view and problem of women on relief.

Of women's current presidential chances, she said:

"Well, I think there has to be a first time, and I think any time is a good time for a first time. I have long admired and respected Mrs. Chase as an extremely able person. Incidentally, she hasn't a chance to be elected, because the incumbent in the job will be re-elected."

Sees Employers

Mrs. Kathryn Clarenbach, chairman of the conference and associate dean of women for the university, said of the presidential aspiration, "I suppose I think it's so unrealistic, but it will perhaps dramatize the fact that women have certain abilities.



Mrs. Upton

But I am almost sorry in a way that this is being done, because I don't think people take it seriously. Although I am sure Margaret Chase Smith is doing this as a service as she sees it."

Of the status conferences and commissions, she said, "It is a little premature to expect much. There are now 26 of them, and 14 have had their first meeting. There are 12 more in some stage of development just as Wisconsin's is.

"I think all these efforts not only highlight the problem areas and dramatize some of the needs, but I think we are really going to get down to work in local groups wherever people are who are touched by meetings of this kind. I have already had fascinating conversations with employers in connection with this conference. One told me the other day that he didn't employ women, he didn't have a policy about it, but that women who could do the work just did not come round to be hired. If he knew a good woman engineer he would hire one in a minute. It had never really occurred to him before, and now I think it will."

Man Comments

Bill Reitter, 3050 Shirley lane, Brookfield, a personnel manager, said cheerfully:

"We like women. And we hire them just about every place you can."

He indicated that his company employed women supervisors, scientists, analysts and mathematicians, and that the latter were "pretty hard to find."

On improving the status of women, he said, smilingly:

"I'm all for it. I'm here to learn something."

A visitor from Tokyo, Mrs. Ryoko Akamatsu, said she was studying the impact of technological changes on women workers, and hoped the conference would cast light on her subject.

She works in the ministry of labor in Tokyo and is traveling on an International Labor organization fellowship.

Mrs. Akamatsu said that the Japanese economy was growing rapidly, and that this augered well for the women of the country, who were active in business and in the professions, just as in this country, but in fewer numbers, and "not at the top."





Mrs. Akamatsu *Mrs. Chambliss*

No Room at Top

Mrs. Ray Martens, Merrill, Wis., state president of the Federation of Women's Clubs, said she and others of her organization were eager



Miss Gilmore

ference "to our 20,000 women in this state."

She felt one important result of the conference would be to make women aware of their opportunities.

Of the possibility of a woman president she was not enthusiastic.

"I don't think that this is the right time for that," she said. "I am very old fashioned. I want to see women in politics but not at the highest level. I think the president of the United States should be a man."

Sister Mary Nona, O.P., president of Edgewood college, said she was especially interested in the conference for guidance purposes.

"We take the position that the whole work of the college is to help a young woman fulfill herself. Ordinarily she finds this fulfillment in marriage, and all the engagement rings in our classes testify to her wish to do so. But we are interested in her fufillment as a person. We don't really take a stand on one side or the other. We find these young women feel that their first work is in the home and we are preparing them to do other work as well," she said.

Rights, Duties

Another foreign visitor now a Madison resident, Mrs. Birgitta Linner of Stockholm, Sweden, wife of an exchange professor at the UW, admitted rather reluctantly that Sweden did seem to have more women at top levels in the professions than is found in this country. She was reluctant because she did not wish to draw comparisons, since traditions naturally differed from country to country, she said.

She observed that women who seek equal status must be prepared then to accept

MILWAUKEE JOURNAL-FEBRUARY 1, 1964 (CONT.)

nancially and for the education of the children. At home she was a marriage counselor, she said.

Mrs. Dorothy Chambliss, 3043 N. 9th st., Milwaukee, a representative of the Laundry and Dry Cleaners, local 3008, AFL-CIO, said not all women in her union received equal pay for equal work.

"So far we have worked on that through contracts," she said. "Our industry is losing more and more men, and naturally the companies do not wish to bring women's salaries up to those of the men."

She felt the conference and meetings like it might help matters, because "actually our industry is behind, because it is a small industry and state laws don't help us much, and federal laws don't include us, either. Maybe, this way, somebody will hear about us."



Mrs. Martens

MILWAUKEE JOURNAL-FEBRUARY 3, 1964

Commission on Status of Women Organized

Madison, Wis. — UPI — Gov. Reynolds Friday created a governor's commission on the status of women and appointed **Mrs. Kathryn** Clarenbach, project associate in the education of women at the University of Wisconsin, as chairman.

Reynolds said the commission was set up after the president's commission on the status of women revealed problems in the role of women in American life.

"It is my hope that the establishment of this commission in Wisconsin will be a first step in solving many of these problems," said Reynolds.

Commission members will serve for two years from the last day in January in each odd numbered year. Wisconsin is the 25th state in the nation to have such a commission.

Appointed as commission members were:

Mrs. George Pfiefer, Watertown, president of the Wisconsin Council of Catholic Women; Miss La Verne Hermann, Milwaukee, insurance counselor and second vice-chairman of the Wisconsin Federation of Business and Professional Women; Miss Catherine Conroy, Milwaukee, international representative of the Communication Workers of America AFL-CIO; Nancy Knaak, River Falls State college professor of psychology and associate dean of students.

Jack Barbash, Madison, professor of economics at UW; State Senator Martin Schreiber (Dem., Milwaukee); Mrs. Eleanor West, West Allis, member of the national steering committee of the UAW-AFL-CIO and executive of the women's division of the Milwaukee County Labor council; Dane County Judge Ervin Bruner; Mrs. Mabel McElligott, Mequon, assistant to the chancellor of Marquette university; Mrs. Sylvia Levin, Milwaukee, president of the Milwaukee Intergroup council; Mrs. John C. Saxer, Janesville, 1964 Mrs. Wisconsin candidate.

Mrs. Joseph Goodman, Madison, president of the Wisconsin Women's Legislative council; Mrs. Mabel McClanahan, Appleton, past president of the Wisconsin Federation of Business and Professional Women and currently national treasurer of that group; Mrs. Donald E. Clusen, Green Bay, president of the Wisconsin League of Women Voters; Mrs. Evelyn Donner, Milwaukee, recording secretary of local 75, UAW.

Mrs. Ardie Halyard, Milwaukee, past president of the Wisconsin conference of the National Association for the Advancement of Colored People; Mrs. Leora Dunning, Milwaukee, state women's activity director for the AFL-CIO's committee on political education; Mrs. Lester Brann, Racine, president of the United Church Women of Wisconsin; Mrs. Edith Finiaysen, Milwaukee, founder and chairman of the E. B. Phillips day care center.

Jack Winter, Milwaukee president of Jack Winter, Inc., Emil Bullerman, Milwaukee, salesman and former city official; Miss Mercedes T. Ferraris, Milwaukee, a supervisor in the children's division of the Milwaukee county department of public welfare; Robert H. Schacht, Madison, associate director of informal instructional services at the UW extension division; Miss Geraldine Klinkel, Madison, administrative assistant to the dean of the college of letters and science at UW, and Mrs. Shirley Cherkasky, Appleton, organizational vice-chairman of the Democratic party of Wisconsin.

Dr. Clarenbach Heads Commission

By MARIAN McBRIDE

DR. KATHRYN F. CLARENBACH of Madison has been named the chairman of the newly created governor's commission on the status of women. Dr. Clarenbach is project associate in the education of women at the University of Wisconsin. The organizing meeting of the commission will be held in Gov. Reynolds' office at 10:30 a.m. Thursday.

Reynolds said the commission had been set up after the president's commission on the status of women revealed problems in the role of women in American life.

"It is my hope that the establishment of this commission in Wisconsin will be a first step in solving many of these problems," the governor said.

A conference to study the need for a commission was called by Reynolds Jan. 31. More than 350 delegates attended from the state. Wisconsin is the 25th state in the nation to establish such a commission. The 26 commission members will serve for two years from the last day in January in each odd numbered year.

Appointed as commission members were:

Mrs. George Pfiefer of Watertown, president of the Wisconsin Council of Catholic Women; Miss La Verne Hermann of Milwaukee, insurance counselor and second vice-chairman of the Wisconsin Federation of Business and Professional Women; Miss Catherine Conroy, Milwaukee, international representative of the Communication Workers of America, AFL-CIO.

Dr. Nancy Knaak, River Falls state college professor of psychology and associate dean of students; Jack Barbash, Madison, professor of economics at the University of Wisconsin; State Sen. Martin Schreiber, Milwaukee; Mrs. Eleanor West, West Allis, member of the national steering committee of the UAW-AFL-CIO and executive of the women's division of the Milwaukee County Labor council; Dane County Judge Ervin Bruner; Mrs. Mabel McElligott, Mequon, assistant to the chancellor of Marquette university; Mrs. Sylvia Levin, Milwaukee, president of the Milwaukee Inter-Group council; Mrs. John C. Saxer, Janesville, 1964 Mrs. Wisconsin candidate.

Mrs. Joseph Goodman, Madison, president of the Wisconsin Women's Legislative council; Mrs. Mabel McClanahan, Appleton, past president of the Wisconsin Federation of Business and Professional Women and currently treasurer of the national federation; Mrs. Donald E. Clusen, Green Bay, president of the Wisconsin League of Women Voters.

Mrs. Evelyn Donner, Milwaukee, recording secretary of local 75, UAW; Mrs. Ardie Halyard, Milwaukee, past president of the Wisconsin Conference of the National Association for the Advancement of Colored People; Mrs. Leora Dunning, Milwaukee, state women's activity director for the AFL-CIO's committee on political education; Mrs. Lester Brann, Racine, president of the United Church Women of Wisconsin.

Mrs. Edith Finlaysen, Milwaukee, founder and chairman of the E. B. Phillips Day Care Center; Jack Winter, Milwaukee, president of Jack Winter, Inc.; Emil Bullerman, Milwaukee, salesman and former city official; Miss Mercedes T. Ferraris, Milwaukee, a supervisor in the children's division of the Milwaukee county department of public welfare.

Dr. Robert H. Schacht, Madison, associate director of informal instructional services at the University of Wisconsin extension division; Miss Geraldine Hinkel, Madison, administrative assistant to the dean of the college of letters and science at the University of Wisconsin, and Mrs. Shirley Cherkasky, Appleton, organizational vice-chairman of the Democratic party of Wisconsin.

CAPITAL TIMES-MAY 16, 1964

Forms Unit On Status Of Women

Gov. Reynolds Friday established a Governor's Commission on the Status of Women and named Dr. Kathryn Clarenbach, of the University of Wisconsin, as chairman.

The governor named 26 persons to the commission including Mrs. George Pfeifer, Watertown; Jack Barbash, U. W. professor of economics; Dane County Judge Ervin Bruner; Mrs. John C. Saxer, Janesville; Mrs. Joseph Goodman, Madison; Dr. Robert H. Schacht, associate director of informal instructional service, University Extension; and Miss Geraldine Hinkel, Madison, assistant to the dean of the U. W. College of Letters and Science.

Wisconsin becomes the 25th state to have such a Commission. Members will serve two years.

WISCONSIN STATE JOURNAL-MAY 15, 1964

Governor Names Group To Survey Women's Status

Gov. John W. Reynolds Friday announced the establishment of a Governor's Commission on the Status of Women.

Reynolds said the first annual conference on the changing status of women, held in Madison in February, showed the need for a state commission to meet some of the problems facing women in Wisconsin.

Similar commissions have been established in 24 other states, the governor said.

Katheryn Clarenbach, project associate in the education of women at the University of Wisconsin, was appointed chairman of the commission. Members will serve two years without compensation.

Other Madison area persons appointed to the commission are Mrs. George Pfiefer, Watertown, president of the Wisconsin Council of Catholic Women. Jack Barbash, Madison, professor of economics at the University of Wisconsin; County Judge Ervin Bruner; Mrs. John C. Saxer, Janesville, 1964 Mrs. Wisconsin candidate; Mrs. Joseph Goodman, Madison, president of the Wisconsin Women's Legislative Council; Dr. Robert H. Schacht, Madison, associate director of informal instructional services at the University of Wisconsin Extension division; and Geraldine Hinkel, Madison, administrative assistant to the dean of the College of Letters and Science at the University of Wisconsin.

Mrs. Keyserling Speaks Here

Says Women Are Seeking 'Full Partnership' Status

By JOE HARRAND
(Of the Capital Times Staff)

American women are driving for greater roles in life — a "full partnership" with men — Mrs. Mary Keyserling, director of the Women's Bureau, U. S. Department of Labor, said Tuesday night.

"This is an incredibly challenging moment. . . our first real challenge to use our ability," she said in a talk at the Wisconsin Center.

Mrs. Keyserling met Tuesday with the Governor's Commission on the Status of Women, and spoke later at a seminar for women about to embark on careers or return to college.

* * *

She said many factors have contributed to the woman's desire to participate more fully:

● Increased longevity. "A girl born in 1900 could expect to live to be 48. Now, a woman's life expectancy is 74. This is a gift of 26 additional, wonderful years of opportunity."

● Younger marriages. Mrs. Keyserling said more than 50 per cent of American women have had their last child by the age of 26, again adding more time to their post-family working years.

● Educational opportunities. "The doors to any kind of education are now open to women. There are four times as many girls receiving college degrees this year as in 1932."

Mrs. Keyserling said that arguments that working women pose employment threats to men can be answered easily.

"There are 25 million women working. The work would stop if we went home," she said.

She said the American economy is capable of employing everyone, and that the answer to unemployment is spurring the economy, not firing women.

* * *

She also said that there are critical shortages in many fields, such as medicine and social work, and that these fields need more women, not fewer.

"And what about the five million women who are the sole supporters of their families? Could we send them home?" she asked.

Mrs. Keyserling said that women are still greatly discriminated against in jobs, but that "equal pay for equal work" legislation is a step toward solving the problem.

"The President started the ball rolling with his Commission on the Status of Women," she said. There are 32 state commissions, too, and 24 states have passed "equal pay" laws, she pointed out.

* * *

Mrs. Keyserling said girls in their teens should think seriously about careers regardless of their marriage plans.

"Nine out of ten of them will work at some time during their lives. . . and more than half will be working in their middle age years."

—

U. Educator Meets Mrs. LBJ



Introduced by W. Willard Wirtz, U. S. Secretary of Labor, Mrs. Lyndon B. Johnson and Dr. Kathryn Clarenbach (right) of the University of Wisconsin meet in Washington, D. C. The occasion is the Washington Conference of Governors' Commissions on the Status of Women. Dr. Clarenbach is chairman of the Wisconsin Governor's Commission. She is the U. W. assistant dean of women. The conference was sponsored by the Interdepartmental Committee on the Status of Women and the Citizens' Advisory Council on the Stature of Women.

Laws More Hindrance Than Help

State commission on status of women takes aim at antiquated legislation

LEGISLATION originally designed to protect women workers has, in many instances, become an encumbrance holding them back, Mrs. Kathryn Clarenbach, Madison, chairman of the governor's commission on the status of women, said in an interview here Monday. The speaker, who has a Ph.D in political science and who is in private life Mrs. Henry G. Clarenbach, was in Milwaukee to speak at a dinner meeting of the Inter-Group Council of Milwaukee at Brook Memorial Union Monday night.

She said that such antiquated legislation was one of the targets of the commission, which celebrated its four month birthday on Monday.

"Our primary goal is improvement of the life of all of our citizens," she said. "Not only women but often men are disadvantaged, and there should also be emphasis on continuing education for men at the university level.

"Seminars, for instance, should be held at an hour when working people can take advantage of them."



Mrs. Kathryn Clarenbach

Help for Unemployable

Another issue to which the commission will assign priority is a sort of combined war on poverty and improvement in education and training for women now considered unemployable, Mrs. Clarenbach said.

"We tend to look at the problems of the upper middle class," she pointed out, "and forget that there are more functionally illiterate than there are college graduates."

She feels that women trained through vocational and adult schools could serve as helpers in cases where men are single parents, where a young mother has more than she can handle by herself, where older women are living alone and in need of help. They could serve as shoppers, as "wardrobe mistresses," as mother's helpers.

Such training could also help supplement incomes, she said, and cited statistics she had read to the effect that some 60,000 women over 85 years of age live alone on an average income of $800 a year.

Mothers Tied Down

Still another area of concern to the commission is the matter of child care.

"What does the child do after school and during the noon hour, which sometimes stretches to two hours?" Mrs. Clarenbach asked. "Is it necessary to tie a mother down for so long a period?"

The commission is also studying part time employment.

"Here the type of work is important," the chairman said. "Some employers are convinced that they can get much more work out of two or three part time employes than one full time worker. On the other hand, some union members have complained that part time workers are no good at all.

"We have to consider the multitude of women who are the sole support of their families, others who must supplement the family income."

One Job Helped Another

In addition to her function as chairman of the governor's commission, Mrs. Clarenbach is director of university education of women at the University of Wisconsin, a position she has held for three years but which has just been graced with its descriptive title.

"My work on the commission ended a lot of frustrations I had been having in the university job," she said frankly. "Now I know where I can turn for help."

Thirty-six state commissions on the status of women grew out of the president's commission on the status of women, she explained. The first Wisconsin governor's conference on the changing status of woman was held Jan. 31 and Feb. 1 of this year in Madison. Some 70 or 80 state men and women were involved. From this first conference Gov. Reynolds expected leadership would evolve.

In June a meeting of all state commissions was held in Washington, D. C., with a pertinent interchange of ideas, Mrs. Clarenbach said.

"Many of the women attending felt that women were often made laughing stocks in the stories devoted to their efforts. The light touch often became outright ridicule. This has not, however, been true in Wisconsin."

Little Time Wasted

Since the governor's commission was organized four months ago, two full commission meetings have been held in Madison and a third is scheduled for Oct. 1. An interim report will be ready at that time, she said, and a final report by Mar. 5 and 6, when a second conference will be held in Madison.

There are five committees within the commission membership — home and community, employment, education and counseling, citizen participation and legal rights and protection.

The citizen participation committee is now preparing a questionnaire, to be sent to selected women's organizations with a political orientation, to find out what work is being done and to develop a roster of qualified women for further work.

On the local level, the Inter-Group council is working to promote qualified women for appointment to city, county and state boards and commissions.

Governor's Group Sifts Ideas for First Report

May ask tax adjustment for married, single women

By DOROTHY WITTE AUSTIN
Of The Journal Staff

Madison, Wis.—Wisconsin women are going to have better lives, whether they are rich, poor, educated or illiterate, if some ideas bandied about Thursday at the Wisconsin Center are put into effect. At the third meeting of the governor's commission on the changing status of women, five committee chairmen and many other individual members of the commission presented tentative reports. They asked, among other things, for a better tax break for the married woman who works and the single career woman, for trained volunteer help for families who have multiple problems, for extension of day care facilities for all children who need them, for better acceptance of working mothers. Mrs. Kathryn Clarenbach, commission chairman, said the commission would present an interim report to Gov. Reynolds Oct. 10, and its first major report in February.

At five committee meetings in the morning and the full commission meeting in the afternoon, 23 of the 34 members made progress reports on their work and spelled out ideas which they hoped would lead to improved status for Wisconsin women, and make possible their full participation in the life of the state.

A visitor, Miss Marguerite Gilmore, Chicago, regional director of the women's bureau, reviewed studies of governors' commissions on the status of women in neighboring states.

In Minnesota, she said, the commission is working toward a code for household employes, in which salaries, duties, mutual responsibilities, holidays and paydays are spelled out.

In Iowa, the state director of the employment service is vice-chairman of the governor's commission on the status of women, and has asked the commission's help in the war on poverty.

Miss Gilmore said status of women's conferences were being held in areas with specific problems. One such meeting will be held in Ironwood, Mich., on Oct. 26, under the sponsorship of the women's bureau, the Michigan employment service and the University of Northern Michigan.

"The problem in this area seems to be the lack of motivation and lack of employment," she said. "Women have not been taking advantage of retraining facilities at more skilled levels."



Miss Hinkel

She said she hoped several members of the Wisconsin commission would attend the Ironwood meeting since some Wisconsin areas near there have similar problems.

Judge Bruner Reports

Judge Ervin Bruner of the family and juvenile court in his report to the commission said that the role of woman as wife and mother is in a state of change both basic and superficial. The law sets forth one picture of woman's status. Social philosophy now presents another picture of the status of women. Public opinion in the country depicts an entirely different role than the legal or philosophical view, and actual practice is drastically different from all three, law, public opinion and social philosophy, he said.



—Journal Photos

Douglas Ajer

He said his committee planned a statement of what woman's role has been historically, and what under a democratic society, it ideally should be, a statement that would set the tone of the entire report.

He added that social adjustments in family life and in public opinion were required to meet present realities of the role of the working wife, mother and homemaker. These adjustments presented crucial social problems, he said, which required solutions, so that women could work and still be adequate wives and mothers.

Douglas Ajer, director of the wage-hour, woman and child labor division of the state industrial commission, speaking for Catherine Conroy, chairman of the committee on employment, said the committee had been working in statistics, and had discovered that one in ten working women is a head of a household, and that one-third of mothers who are working have children under 18.

Sets Wage Rate

He said his committee had arrived at some wage figures for domestic help. A housekeeper's rate per week should be $49.50, he said, when no board or lodging is furnished. With board provided, it should be $32.75, and with board and lodging furnished, it should be $24.

Ajer also noted that if a woman worked for 40 hours a week for 52 weeks at the minimum wage rate she would earn $2,288 annually, which is below the poverty level.

He said the coupling of "women and children" in some legislation kept women's wages lower than they might otherwise be and the commission might wish to make some recommendations which would consider women's wages separately from those of children or minors. He also said it was inadvisable to ask for equality and special legislative protection at the same time. Such special status often militated against equality, he said.



Judge Bruner

Miss Geraldine Hinkel, chairman of the citizen participation committee, said her committee had prepared a questionnaire for distribution to state groups, to determine what the participation of women was, and to compile a list of women qualified for public positions in Wisconsin.

Ajer added that through the co-operation of the state civil service, a questionnaire to be distributed with pay checks would identify and characterize women in the state service, as to pay range, length of service, occupational category, educational attainment, age within

MILWAUKEE JOURNAL-OCTOBER 2, 1964 (CONT.)

a five year range, ages of children, whether they are heads of households or self-supporting. Such information was not now available through any source, he said.

Seek Tax Break

Mrs. Mabel McClanahan, Appleton businesswoman, presented tentative recommendations for changes in tax laws to her committee on legal matters relating to the status of women. The committee is headed by Dr. Nancy Knaak, River Falls, dean of students at the Wisconsin state university.

Among the recommendations suggested, pertaining to federal income tax laws, were:

Removal of ceiling on combined income of husband and wife, so that deduction of the cost of care of children and other dependents would be allowed regardless of income. (At present, child care costs cannot be deducted if combined income tops $6,000.)

Additional allowances for the care of dependents at



Mrs. Finlayson

$300 per dependent after the first, up to a maximum of $1,500. (The present limit is $600 for the first dependent, $900 if there are two or more dependents.)

Allowance of double income tax exemption for a dependent over 65 or one who is totally disabled, regardless of age.

Allowance of "head of household" income tax rates for a single person who maintains a household.

Allowance of the costs of special clothing (such as uniforms) equipment and other legitimate business costs borne by an employe as "business expenses" deductible from gross income.

A recommendation pertaining to federal inheritance taxes suggested a change in determination of ownership of jointly owned property to specify husband and wife each own one-half for tax purposes. (This would follow a determination now used by Wisconsin law.)

Recommendations paralleling those pertaining to federal income taxes were also suggested for Wisconsin income tax laws, which, committee members felt, also discriminate against married women who work.

Committee Reports

Mrs. M. J. Levin, 4425 N. Maryland av., in a report to her committee, the family and community life committee headed by Judge Bruner, described some advantages families of working mothers enjoy.

The working mother's salary raises the family's standard of living, said Mrs. Levin.

Psychologists now find that an educated woman achieving



Mrs. Clarenbach

in her profession is an inspiration to her children. They are proud of her and tend to emulate her, current literature shows. Most of these children are better adjusted than those hovered over by doting mothers who do things for them all day.

She described social adjustment problems working mothers have in this way:

They must struggle to budget time for their dual role.

Working Mother

Working mothers are concerned about their children during their absence. They must place preschool children in day care centers or employ household help. They must provide supervised activities after school or during the lunch period if the school does not have a lunch program. Often they try to ar-



Mrs. Levin

range work hours to coincide with school hours.

Working mothers require the co-operation of children and husband in household duties and marketing. They ought to study income tax, transportation, clothes, household help and increased food budget costs to determine whether their income actually improves the family economic status.

Working mothers must take care to stay physically fit and maintain an even temperament. They must also retain femininity, preserve their husband's ego and head of family status.

Mrs. Levin made several suggestions for discussion as a prelude to commission recommendation. She urged:

More day care centers for those who can pay as well as for the disadvantaged.

Industrial plants might establish day care centers on premises where mothers work. Industry might also establish work shifts for mothers so that they coincide with school hours, perhaps on a part time basis.

Women's organizations should train volunteers as parttime parents willing to serve in a home for a few



Miss Knaak

hours, so that mothers in low income brackets could occasionally be free to attend classes or lectures or even to supply volunteer service in another area.

Specific Needs

Job training courses should be made available on a neighborhood basis, accessible to those who need retraining but cannot travel far from home.

She reminded committee members that "we must alert all Wisconsin citizens that our state and country cannot reach its optimum unless we use the talents, abilities and skills of every individual."

Miss Cynthia Stokes, assistant director of public assistance, department of public welfare, and Judge Bruner outlined in a tentative report the special needs of disadvantaged women and their children.

They called for reduction of adult functional illiteracy through pilot projects by local educational agencies. These demonstrations might include modifying or adopting special materials for teaching adult illiterates.

They suggested the commission might wish to support programs attacking the network of social ills underlying poverty. Such programs might call for:

After school study centers, after school tutoring, special education classes or services for children unable to function in a regular schoolroom class.

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Homemaker service for all needing it, for those who can pay and those who cannot. The primary function of this service is maintenance of household routine and preservation or creation of wholesome family living in times of stress.

Day care centers, with educational opportunities, health supervision and social services when appropriate. Special day care services for children with disabilities which limit their physical or social functioning. These might include vocational opportunities in sheltered workshops.

Support for adequately staffed social agencies both public and private, with skilled social workers and small enough caseloads to provide habilitative and rehabilitative services.

Adequate medical care services for families, including the elderly, mentally ill and retarded, with preventive and remedial care.

Mrs. William E. Finlayson, 3406 N. 16th st., founder of the E. B. Phillipps day care center, outlined community needs in child care and offered two suggestions for the commission's consideration:

City-wide advisory councils to co-ordinate day care services, study the local needs, re-evaluate needs for such services and make recommendations. Such co-ordination might lower costs, she said.

Baby sitting courses on a neighborhood basis, so that sitters might be available to families needing the service in homes.

She also suggested other neighborhood courses, saying that she knew some families who were afraid to go downtown to vocational school because they did not have the right clothes, or because they might be laughed at because they talked differently. Neighborhood courses of training on a short term basis might give them confidence so that they might later have the courage to attend vocational schools away from their own neighborhoods.

Know Your Madisonian

Mrs. Kathryn Clarenbach

Women perpetuate their lower status in employment and salaries by accepting a secondary role, according to Mrs. Kathryn Clarenbach.

Mrs. Clarenbach, director of university education for women at the University of Wisconsin, has not accepted a secondary role.

Through her work and her private life she is promoting better educational and occupational opportunities for women.

She has recommended refresher courses for women returning to work; closer ties between education and professional needs; more part-time professional jobs; and more domestic and child care services for working mothers.

"Why can't mama be gone just while the kids are gone and still contribute to her family and community?" she said.

* * *

Mrs. Clarenbach is interested not only in the middle-income housewife who wants to fulfill herself, but in the 10 million women who are single or heads of households and must work.



MRS. KATHRYN CLARENBACH
—Photo-sketch by Edward Schumann

As chairman of the governor's commission on the status of women, she seeks to solve the problems which plague women at all education and job levels.

Mrs. Clarenbach said she personally has met few incidents of discrimination but is aware of them in salaries and hiring practices in industries and universities.

She holds B.A., M.A., and Ph.D. degrees in political science from Wisconsin and has taught political science, economics, and sociology at Wisconsin, Purdue, Edgewood, and Olivet College, Olivet, Mich.

Sh stayed home with her children—Sara, 15, David, 11, and Janet, 7—from 1952 to 1961 but now believes they are old enough to share duties at home.

"One of our problems today is not enough significant activity for children. More responsibility at home gives them a meaningful role in the family," she said.

"I don't have to ask the kids to start supper. The first one home just does it," she said.

* * *

The chief ingredient in a woman's successful manipulation of home and career is a cooperative husband, she said. Her husband Henry, a real estate agent, prefers her to do the work for which she trained, she said.

They are co-presidents of West High school's Parent-Teacher Assn. but have limited their outside activities to give more time to their family.

"Any woman who works and has a family must learn to say No. You must make choices, stick to them, and not feel sorry for yourself," she said.

Their home at 2229 Eton Ridge, centrally located between schools and offices, permits them to lunch at home and spend only 10 minutes a day traveling. In spare time, they use their pontoon raft, swim, picnic, and toboggan.

Mrs. Clarenbach is also a representative on the governor's advisory council on economic opportunity and a member of the Altrusa club and the PEO sisterhood.

She was born in Sparta and married in 1946. From 1942 to 1944 she was an administrative analyst for the War Production Board in Washington, D. C. She lived in St. Louis, Mo., and New York City between 1952 and 1961.

Status of Women Commission Approves Some Proposals; Rejects, Studies Others

Prepares first annual report

By Dorothy Witte Austin
Of The Journal Staff

Madison, Wis. — In a morning meeting in the governor's conference room at the capitol and an afternoon meeting at the Wisconsin Center, members of the governor's commission on the status of women approved a variety of committee recommendations as they hammered out sections of their first annual report, to be presented to Governor Knowles in February.

Many commission members met the new governor for the first time at the morning meeting. He walked around the long polished mahogany table, shook hands with each member and called her by name. Then he spoke to the commission briefly.

Favors Participation

"I am delighted to have the opportunity to meet with this commission. I will be frank. This is a relatively new organization in so far as I am concerned. I know in a general way what its objectives are and certainly I think they are laudable. And certainly I am willing to listen to recommendations at any time."

Knowles indicated he would favor the appointment of qualified women to state boards or commissions. He said there was "everywhere in state government" a need at the present time for more participation by women's groups.

He recalled running for lieutenant governor in 1954, when, he said, Joyce Larkin was candidate for state treasurer.

"Joyce and I canvassed the state as a whole. I used to listen to her speeches and she used to say, 'Never send a boy to do a man's job, send a woman to get it done.'"

The governor said he believed firmly in women's participation, and would like to see further participation at state levels.

"We've never had a woman state senator in Wisconsin to the best of my knowledge," he said, "although we've had several fine women in the assembly. But I would like to see more balance in this area."

No Rubber Stamps

After the exchange of pleasantries with the governor, the commission got to work, and it became apparent it was not to be a rubber stamp session. As chairman of the committee on family and community life, Judge Ervin Bruner of Dane county family court presented a twelve page report with two pages of recommendations for further study and action. Among them was this recommendation:

Encourage industry and state services to establish work shifts for mothers that coincide with school hours.

Objections to this recommendation arose on the ground that on the one hand the commission was asking for equal treatment for women in industry and on the other hand for special treatment.

The answer was given that the commission was considering the welfare of society as a whole, that this welfare included the desirability of having mothers at home whenever possible, and that while such work shift changes might seem impractical at present the time might soon come when they would be advisable.

"Another point," remarked Bob Schacht, Madison, "is that if we are inconsistent in this it is because the culture patterns of life are inconsistent. Don't ask us to be more consistent than life is."

Jack Barbash, an economics professor at UW, said such arrangements would make it possible for women to work more easily and efficiently. He added that employers have social responsibility for the consequences of

Other Recommendations

The family life committee asked for protective services for all in need of them; homemaker services for families or individuals, to maintain household routine and wholesome family living in times of stress; day care centers, including educational opportunities, health supervision and social services when needed; foster home care for children, aged, ill, involving the removal of the statutory maximum payment on old age assistance, blind aid and disabled aid; after school study centers and tutoring; basic training for marriage in home, family life education at the adult level.

The committee encountered strong opposition to its recommendation that a premarriage course be required by law before a marriage license is issued except when special permission is granted by a judge in extenuating circumstances.

Several commission members objected strongly to the compulsory element.

"We should use everything short of compulsion," said Barbash.

Judge Bruner explained that the people who needed these courses would not come without the compulsory element, that he encountered these people every day in his court. But several members said they would not wish to affix their names to such a recommendation and the recommendation was deleted.

The committee asked and the commission approved recommendations for continuance of Wisconsin's aid to dependent children program with continuing study as to changes needed to achieve greater simplicity and flexibility to enable rehabilitation of recipients with particular emphasis on breaking the chains of intergeneration deprivation and dependency.

Part Time Mothers

For disadvantaged segments of society, the family life committee asked support for adequately staffed social agencies with skilled social workers having responsibility for small enough case loads to provide preventive and rehabilitative services. The committee also asked development for more adequate training of the unskilled, including job training in neighborhoods.

The committee asked women's organizations to train volunteers as part time parents willing to serve in a home for a few hours, to enable mothers in lower income brackets to get away from home and attend a class or go shopping.

A final recommendation asked recognition of the need for research, demonstration and training in family relations, and more effective services to help strengthen family functioning. The recommendation asked for balance in curriculum planning, research, faculty and status in the social sciences with other subject areas in all levels of education. A national institute in the field could bring grants for research in this area, Judge Bruner suggested.

Interest in Education

Mrs. Francis McElligott of Marquette university in her report on the committee on education and counseling said that the principal problem in the education of women was to motivate women's interest in education.

"Wisconsin is more favorable to education than are many states," said Mrs. McElligott.

She urged that motivation should begin early, that the little girl's understanding of woman's multiple role and her image of the woman she wants to be is important to her development as a responsible person.

The education committee studied literacy, vocational training and retraining, con-

tinuing education for adult women, staying power for high school and college, and counseling techniques which might encourage women to raise their sights.

Approval Won

Recommendations of the education committee, approved by the commission for inclusion in its first annual report, were:

That the state department of public instruction in its supervisory role in elementary and secondary school curriculums encourage the development of educational content for a deeper understanding of woman's multiple role in the home, in the community and as an individual person.

That a professional position be established in the state board of vocational and adult education to deal with women's education and counseling, and that an advisory committee comprised of representative members of women's interests be established.

The purpose of the professional position and the committee would be to improve counseling programs for vocational and personal development aimed at women who are hard to reach through established resources, to work with unions and employers in training women for new job opportunities created by technological change; to utilize all available resources for the education, training and counseling of women; to function as a center for consultation with interested groups, both public and private and to disseminate information; to engage in and encourage research and demonstration programs.

Legal Rights

Miss Nancy K. Knaak, professor of psychology at River Falls state university, and chairman of the committee on legal rights and protections, submitted these recommendations, which were approved for inclusion in the first annual report.

Removal of the ceiling on combined income of husband and wife so that deduction of cost of care of children and other dependents will be allowed regardless of the combined income. These costs should be considered as business expense; this revision would encourage better child

Additional allowances for care of dependents at $300 per dependent after the first, up to a maximum of $1,500.

Allowance of double income tax exemption for dependents over 65 or of the totally disabled regardless of age.

Allowance of head of household income tax rates for single persons who maintain a household.

One recommendation of the committee, to ask a complete review of federal excise taxes to remove inequities in taxation on "necessities" such as luggage, handbags, cosmetics, and so on, was deleted from the report by vote of the commission.

Further Study

The committee also asked for appropriate changes in federal inheritance taxes to conform to determination now used by Wisconsin so that ownership of jointly owned property would specify husband and wife each as owners of one-half of such property. The commission did not adopt this recommendation, but asked that it be given further study.

Also deferred for further study was a recommendation that costs of special clothing, equipment and other "legitimate business costs borne by an employe" be deductible as business expenses from gross income.

Douglas Ajer, chairman of the employment committee, submitted his committee's complex report and revealed numerous statistics as a background for understanding its recommendations.

Labor Statistics

The number of women in the Wisconsin labor force increased by 28% in the 10 years from 1950 to 1960, and that of men rose only 4% in the same time. In the next ten year span, from 1960 to 1970, United States labor department estimates say that 156,000 more women will be working and 115,000 more men.

A 1963 study by the department of rural sociology of the University of Wisconsin showed that 171,752 households out of 1,146,342 were headed by women. Women made up 31% of the total work force in Wisconsin at that time, and by 1970, according to projections, will make up 35%.

The employment committee report stated that federal and state legislation revealed certain discriminatory laws. Minimum wage and hour laws do not apply to all workers, nor does protective legislation. Overtime limits for women in Wisconsin often cause problems, it stated.

Discrimination Noted

Contracts between unions and companies often contain discriminatory practices, the report continued. These practices include:

Separate seniority lists, one for men and another for women.

Limits on transfers for women.

A requirement that women be laid off first.

Limited opportunities for women.

The committee recommended revision of the equal pay law to define more clearly the meaning of "equal work," to provide for job descriptions, and to provide for better enforcement provisions, including provisions for collection of wage deficiencies where violations are found.

But after animated discussion the commission voted that the committee should have another go at the recommendations in order to clarify the language, and to take into consideration practical problems to enforcement.

The committee's suggestion that consideration be given to women's wages separately from those of minors, in order that women might receive a higher minimum, since it would not be tied to that of minors, met resistance and was finally deleted from the report. Some commission members voiced the opinion that effort should not be made to improve the lot of one segment of society at the expense of another.

The report pointed out that discrimination because of sex was illegal, and that therefore opportunity for advancement should have no limitations because of sex. Qualifications to do the job should be the only consideration.

Extra Effort Needed

"We are aware that women do not apply for many jobs normally held by men and believe school counselors and employment services must make a special effort to encourage employers as well as job seekers to consider the job requirements and the qualifications of the person applying regardless of sex," said Douglas Ajer, quoting from the report.

A section on hours, which attempted to recommend 40 hours as straight time and time and a half for overtime for all employment, to apply to men as well as women, was stricken from the report by the commission after considerable wrangling over meaning, intent and language.

A similar section seeking to tighten up controls on working conditions also met resistance.

"If you strait jacket an employer, he may not hire women at all," a member remarked. "We ought to enforce what we're already committed to."

Consider Aged

The committee suggested a study of aging problems with respect to employment, with the thought that many women who worked most of their lives for substandard wages are now dependent on assistance and continued low earnings in order to exist in their old age. The committee assumed there was a relationship between low social security payments and the increasing number of women working after age 65.

The social security administration reports average social security payments in 1964 as under $80 a month. The labor department reports the number of working, married women over 65 has increased from 60,000 in 1940 to 228,000 in 1961, the greatest percentage increase in any age group for the same time.

Several commission members said they were aware that they had barely scratched the surface of employment problems, and that the problems of nonwhite women were multiplied in employment situations. They indicated it was their hope that the work of the commission would result in more comprehensive research and planning with the objective of a just wage and opportunity for all workers regardless of race, creed, color or sex.

MILWAUKEE JOURNAL-JANUARY 24, 1965 (CONT.)



The governor's commission on the status of women met Gov. Knowles for the first time in his administration last week. He said he approved their objectives and favored wider participation in state government by women and women's groups. The commission met in the governor's conference room and approved a variety of recommendations. It's second regularly scheduled conference will be held in Madison Mar. 5. —Journal Photo

Knowles Will Address Status Meeting

Women's conference Mar. 5 and 6 will implement first report

By DOROTHY WITTE AUSTIN
Of The Journal Staff

Madison, Wis.—Gov. Warren P. Knowles will charge the second conference of governor's commission on the status of women Friday evening, Mar. 5, after a reception and buffet supper at the Wisconsin Center here. Miss Geraldine Hinkel, secretary of the commission, will introduce the keynote speaker, Robben Fleming, chancellor of the University of Wisconsin. Saturday morning discussion sections, from 9 a.m. until noon, will consider problems relating to the status of women in regard to education and counseling, adult and vocational education, family living, new and expanded home services, child care services, nonprofessional and professional employment, minimum wages and protective legislation, civic and volunteer activities, women in public office and the legal rights of women.

After a luncheon in the dining room of the Wisconsin Center, Judge Ervin Bruner of Dane county family court, vice-chairman, will preside at a general session which will include chairmen's reports of morning discussion sections.

Mrs. Mary Dublin Keyserling, director of the women's bureau of the United States department of labor, will sum up the conference and describe "The View Ahead" in a final meeting Saturday afternoon.

Those who participate in the conference, open to all interested men and women of the state, will receive copies of the commission's first annual report, which will provide the basis for the conference proceedings.

Long Range View

The conference will review recommendations of the report, and will propose ways in which to implement the recommendations at local and state levels by private and public agencies and organizations. It is anticipated that both immediate and long range proposals will come out of the meeting, according to Mrs. Kathryn Clarenbach, chairman of the commission.

Women and men who wish to register may write Governor's Conference, Wisconsin Center, 702 Langdon st., Madison, by Feb. 26. Conference registration fee, including Saturday luncheon and a copy of the first major commission report, is $5. The Friday evening reception and buffet supper fee is $3.

The commission, established in May, 1964, as the 25th such state commission, has been guided in its work by the findings of the first governor's conference held last Jan. 31 and Feb. 1. That conference identified certain problems relating to women's status in Wisconsin, gathered facts and explored their implications. The problem areas which emerged suggested the five major divisions of the commission's organization, family and community life, education and counseling, employment, citizen participation, and legal rights.

Discussion sections of the second conference are subdivisions of the five major divisions. Those who attend the conference, open to all interested men and women of the state, will specify their choice of discussion groups, and will be assigned to such sections within the limits of space and registration numbers.

While some organizations may send representatives to the conference, no one will be considered an "official delegate" bound by organizational commitment. Three hundred and seventy-five men and women attended last year's conference; it is anticipated that 500 or more will attend the second conference.

Discussion chairmen will include Jack Barbash, University of Wisconsin professor of economics; Norman Mitby, director of Madison vocational schools; Judge Ervin M. Bruner of Dane county family court; Miss Cynthia Stokes, assistant director in the division of public assistance, department of public welfare; Mrs. Nancy Travis, supervisor, licensing of day care centers, division of children and youth, department of public welfare; Miss Catherine Conroy, of the Communications Workers of America, Milwaukee; Miss Emily Chervenik, associate professor and co-ordinator of placement services for the University of Wisconsin; Douglas Ajer, director of the division of labor standards for the state industrial commission, and a member of the governor's commission; Mrs. Gene Harrison, Cedarburg, edi of the "Wisconsin Clubwoman," and a commission member; Miss Geraldine Hinkel, administrative assistant to the dean of letters and sciences at UW; Miss Nancy Knaak, River Falls, associate dean of students at Wisconsin State university.

Mrs. Clarenbach, co-ordinator of women's education for the university, will preside at the conference.



Robben Fleming



Prof. Jack Barbash

Fred Fellows Help

Hostesses at the reception preceding the Friday night opening dinner will be members of Crucible, women's honor society at the university. Graduate women students who are E. B. Fred fellows will serve as recorders of the discussion sections.

Resource people in each section will include educators, commission members from state cities, representatives from industry and government groups.

In the education and counseling section they include Mrs. Ervin M. Bruner, of the governor's committee on migrant labor; state senator Peter P. Carr, Janesville, chairman of the senate committee on education; Miss Laverne Hermann, 1007 N. Cass st., Milwaukee insurance counsel, second vice-chairman of the Wisconsin Federation of Business and Professional Women; Mrs. Francis L. McElligott, Mequon, assistant to the president of Marquette university; Mrs. Sarah Scott, 2523 N. Palmer st., Milwaukee, a Lincoln high school teacher and vice-president of the Wisconsin Federation of Teachers; Robert Van Raalte, assistant superintendent of instructional services, state department of public instruction.

In the adult and vocational education section, to be headed by Norman Mitby, recourse persons will include Assemblyman Angelo F. Greco, chairman of the assembly committee on education; Mrs. Ardie Halyard, Milwaukee, secretary-treasurer of a savings and loan association; James McMichael, of the governor's commission on the aging; Miss Dorothy Miniace, co-ordinator of women's education for the University of Wisconsin — Milwaukee; Robert Schacht, director of university services at UW; Mrs. Marlea Stefanski, 3421 W. Clybourn av., a Milwaukee commission member; Will Sumner, publications supervisor, state board of vocational and adult education.

Professors Lend Skills

Resource people for the family living section headed by Judge Bruner will include Mrs. Kathryn L. Beach, professor of home economics at UW.; Mrs. Lester Brann, Racine, a commission member; Miss Mary Julia Denton, of the governor's committee on children and youth; Prof. Ersel E. LeMasters, director of the school of social work at UW; and the Rev. Charles P. Wolf, Durand, a commission member.

Discussion of new and expanded home services co-ordinated by Miss Stokes will draw on the experience of Prof. Julia Dalrymple of the home economics department at UW; Miss Katherine Gill, chief of home economics education of the state board of vocational and adult education; Mrs. George Pfeifer, Watertown, a commission member; Mrs. Katherine Reddemann, supervisor, home management service unit, Milwaukee county department of public welfare, and Mrs. Marguerite Whittingham, of the Wisconsin nurses' association, Milwaukee.

A section on child care services, headed by Mrs. Travis, will include as resource persons Mrs. Margaret Beers, of Waupun (Wis.) day care centers; Mrs. Clarence H. Bolton, a Beloit teacher; Prof. Helen Dawe, of the home economics department, UW; state senator Chester E. Dempsey, Hartland, of the senate committee on public welfare; Mrs. William E. Finlayson, 3406 N. 16th st., Milwaukee, a commission member; Mrs. Harold Prochnow, Wautoma, of the day care advisory committee.

As chairman of the nonprofessional employment section, Miss Conroy will be assisted by educators and state government people, including Glen G. Cain, assistant professor of economics at UW; Edwin Kahl, chief of research and statistics, for the state employment service; Mrs. Mabel R. McClanahan, Appleton, a commission member; and Mrs. Eleanor West, 2133 S. 65th st., West Allis, a commission member.

Employment Problems

Discussing the problems of women relating to professional employment in a section headed by Miss Emily Chervenik, associate professor and co-ordinator of university placement services for UW, participants will include as resource staff William Bazan, professional and clearance placement supervisor for state employment services; Mrs. Norma Brazeau, Neenah, supervisor of employe relations for salaried women of the Kimberly Clark Corp.; Miss Jean McNary, recruiting officer for the state bureau of personnel; Prof. Lenore Netzer of the school of education, UW and Floyd Wiegan, secondary school supervisor for the state department of public instruction.

As head of the minimum wage and protective legislation section, Douglas Ajer will direct the discussion of six participants; Mrs. Evelyn Donner, 2942 N. Maryland, Milwaukee, recording secretary for local 75 of the United Automobile Workers; Mrs. Leora Dunning, 700 W. Fond du Lac av., Milwaukee, state director of women's activities for the AFL-CIO committee for political education; Miss Marguerite Gilmore, Chicago, regional director of the women's bureau, United States department of labor; Miss Virginia Huebner, director of the fair employment practices division of the industrial commission; N. E. Loofboro, general office personnel manager, Parker Pen Co., Janesville; State Senator Martin Schreiber, a commission member.

Upgrade Volunteers

Volunteer and civic work, nd the ways in which participation might be broadened and improved will be discussed by clubwomen and others in the section headed by Mrs. Harrison. Among the resource persons are Miss Mercedes Ferraris, 2572 N. Prospect av., supervisor of the children's division of the Milwaukee county department of public welfare; Mrs. George M. Hickey, Janesville, a commission member; Mrs. M. J. Levin, 4425 N. Maryland av., a commission member; Robert H. McGee, executive director of the Wisconsin Welfare council, Madison, and Mrs. Harvey Odenbrett, 911 N. 59th st., a commission mem-



Judge Ervin Bruner



Miss Catherine Conroy



Douglas Ajer



Mrs. Mabel McElligott

'Equal Partnership' ...What Is It?

The Second Wisconsin Governor's Conference on the Changing Status of Women opens Friday at 5:30 p.m. at the Wisconsin Center.

Men and women attending will be asked to analyze and evaluate proposals made by the Govenor's Commission on the Status of Women in its first major report, to be distributed at the meeting.

Is women's status really changing? How?

This introduction to the conference was written by the commission chairman, Dr. Kathryn Clarenbach, University of Wisconsin director of education for women:

By KATHRYN CLARENBACH

The United Nations, in its effort to remove dependencies wherever they exist, established the first formal Commission on the Status of Women in 1946.

While the underprivileged circumstances in many parts of the world were easily apparent to Americans, it was difficult for most people in this country to see any real application of such a commission to American women. Indeed, except for knowing of Eleanor Roosevelt's leadership, little was generally understood of the findings and recommendations of that commission.

Between 1946 and 1961, when President Kennedy appointed the first such federal commission for the United States and named Mrs. Roosevelt its chairman, many changes were emerging; a growing awareness of manpower needs to cope with the "knowledge explosion," an uneasiness about America's role in space exploration with its many implications for education and trained personnel, and a focus on automation and its meaning.

We were receiving early reports of a "quiet revolution" in the labor force, to which millions of American women were turning, and of the return to college campuses of women seeking continuing education and vocational preparation. At the same time there was an increasing urgency to guarantee the civil rights of all our citizens.

It was in the setting of these many social changes that the President's Commission on the Status of Women took a long look at the circumstances under which the women of the United States were living and performing their many various tasks. In their report, "American Women," presented to President Kennedy in October of 1963, the commission dealt fully with a wide range of problems and made proposals for removing the "outmoded barriers which stand in the way of full partnership of women."

By early 1965, 39 states, including our own, had followed the recommendation of the President's Commission of establishing state commissions. Each state commission deals with the unique circumstances within its own boundaries, yet all share common problems.

Because this subject is so basic, deep attitudes d strong feelings are involved; tradition is a werful force. In the process of salvaging that which is useful and harmonious with our times, and at the same time putting aside or modifying practices which no longer serve their purpose, differences inevitably arise and misunderstandings persist.

Basic Philosophy

Some questions and doubts about the purpose and goals of the Status of Women commissioners are frequent enough to warrant brief consideration here. These several selected questions may suggest the philosophy basic to the work of this commission and explain in part the unspoken assumptions behind the stated objectives.

What is meant by "equal partnership"?

Equality is a keystone of the democratic society. Equality is not synonymous with sameness. The plea for equality of women is by no means an emulation of masculinity, as some people fear.

Women do not want to fit into a "man's world" by becoming more manly, but want instead to reshape that world so that as women they may assume a more mature, responsible part in it.

The United States withstood the perilous admission of women into higher education; nor was our nation noticeably shaken by women's suffrage. The doors to occupational choice are "officially" open to women. Except for a few vestigial remnants, there is basically legal equality of the sexes throughout the United States.

But, in fact, we are far from equality.

Both women and men have accepted the secondary status of women, and both men and women are now in the leadership of these efforts to remove the obstacles—attitudinal and institutional—which keep women from taking part more fully in the life of our nation.

We Are Disadvantaged

It is difficult for some people to grasp the idea that American women are disadvantaged.

The stereotype of the upper-middle class woman—a college graduate who presides over a lovely suburban home complete with every time-saving gadget, drives the latest station wagon or compact import, and who rotates the use of her leisure time over a range of outside activities—is not the customary picture of disadvantage. Of course, such women are not the majority of American women; they are a small minority. (For instance, in Wisconsin there are more than 1,200,000 women 20 years of age and over, and only 63,000 or about 5 per cent, are college graduates.)

But regardless of women's economic status and educational attainment, a society which accepts equality as an ideal requires equal opportunity for women to use their ability and education, and equal responsibility for women to help make the decisions of our society. Any group which stands outside the mainstream of significant events, be that group a race, an age category, or a sex, is to that extent disadvantaged.

Is it not inconsistent to speak of strengthening family life while at the same time insisting that mothers and wives have responsibilities outside the home?

The Commissions on the Status of Women are committed to strengthening family life, to reversing the trends which are breaking bonds and which in too many cases have failed to replace vanishing purposes with new ones. There is also recognition that decisions formerly made by individual families—decisions of education, health, safety, welfare, economic income and outgo—are now largely made outside the home by social institutions.

If mothers, and fathers too, are to have a voice in these very basic matters which affect their own families intimately, they must participate actively in affairs outside the home. Strong family life depends on this.

A speaker in Madison several years ago put it well. When asked, "Don't you agree that woman's place is in the home?" she responded, "Yes, and so is man's. But where is the home?"

This does not mean that all women are being urged into the paid labor force. This does not mean that women are being pushed out of the nest and forced to leave their young children in the care of others.

It does, however, mean that the range of choice must be broadened so that women may develop a higher sense of social responsibility and that those mothers who elect to combine out-of-home enterprise, whether paid or unpaid, with at-home responsibilities will be able to do so.

Many Women Must Work

It further recognizes that for a very large number of working women, economic contribution to the family is not optional but is mandatory. To maintain a family at all, many wives and mothers must provide all or part of its income. Too often the critics of mothers who work are neither [illegible] his income level nor are they aware of its ext[illegible]

Economic responsibility for women is not new in this country. In the agrarian society it was the women who raised the gardens, preserved the food, made the clothes, and often hewed the wood and hauled the water. No one, unless he chose to

Deadline's Near

The Governor's Conference on the Status of Women is open to the public—men and women alike. Sessions will be held Friday evening, and Saturday from 9 a.m. to 3:30 p. m. at the Wisconsin Center.

Monday is the deadline for registering. Registrations can be made by calling the Wisconsin Center.

risk incarceration in a lunatic asylum, challenged the "femininity" of women's economic role.

As the industrial revolution progressed, women followed these jobs out of the home and into factories and sweat shops. Again, no challenge of their right to do so.

It is only now that our affluent society has created a sizable population of families in which one pay check suffices, that the accusation is made that women threaten family life by fulfilling an economic responsibility.

Is this a Battle of the Sexes? Do men discriminate against women?

This question seems to be raised more often by men than by women.

Considerations of guilt or fear notwithstanding, there doubtless are aspects of discrimination. Women are often not encouraged, are frequently discouraged and at times, are actually prohibited from entering fields, progressing to higher levels, engaging in certain enterprises, etc., because they are women and not for reasons of qualifications or competence.

The practice of these forms of discrimination is no masculine monopoly. Because men are in the major positions of authority, their exercise of these discriminatory practices is visible and it becomes easy to believe that men are solely responsible for "keeping women in their place."

"Actually women have accepted and helped shape our mores and patterns too, and by not challenging such practices have been party to them. Especially now that the formal and legal bases for equality substantially exist, the primary burden for ending discrimination is on women themselves.

It is as women in numbers step forward to offer and to insist on full participation that this will come to be. Not just women, but the entire society, will be the benefactors.

The best contributions of every individual are needed. Men are no less eager than women that our society flourish and prosper. Men stand to gain from the advance toward equality just as women do. This is the true meaning of equal partnership.



What Is Meant by 'Equal Partnership'?

For a woman such as Dr. Dorothy Oakley, right, in picture above, pediatrician at Methodist hospital for 15 years, equal partnership with men is a reality. She is shown conferring with Dr. David Williams, obstetrician. Mrs. Arlene Barker, 180 Dixon st., hospital aide, posed as a patient. Dr. Oakley is married to Daniel Oakley, chemical engineer.



It takes the co-operation of many parties, but it IS possible to combine a full-time professional career with the at-home reponsibilities of a wife and mother. Here, Mrs. T. R. Rodenkirch, (Elizabeth Thronson) 211 Langdon st., left, who practices law with her father as a partner in the firm of Thronson and Thronson, is shown with her full-time housekeeper, Mrs. Audrey Forrer, 433 N. Baldwin st., Mrs. Forrer's son, Don Charles; and her own three children, Randi, Steven, and Tommy.

How About Strengthening Family Life?

Not many women participate at the executive level of decision-making. Is it because men discriminate, or are women equally at fault? In the picture at left, made at the Wisconsin Center, Miss Geraldine Hinkel, administrative assistant, U W College of Letters and Science, presents the woman's dilemma to men attending the Sales Trainer Clinic at the university.



Is This a Battle of the Sexes? Do Men Discriminate?

31 Recommendations Will Be Offered

Women's Better Status Eyed

300 Expected at Conference in UW Center

By HELEN MATHESON
(Assistant Managing Editor)

Single people with homes ought to get "head of household" income tax rates and couples deserve tax breaks on care of children and dependents.

Industry should be encouraged to establish work shifts for mothers to coincide with school hours.

Wisconsin's minimum wage law needs amendment to include men —and more money.

Public welfare agencies should have to account for their work in rehabilitation and prevention just as well as they do for their money.

31 Recommendations

These are among 31 recommendations to be laid before the Second Governor's Conference on the Changing Status of Women here tonight. Some 300 men and women will attend.

The recommendations plus 10 proposals for future study and a mass of factual information and opinion were made public today in the first report of the Governor's Commisson on the Status of Women.

The report will set the background for much of the discussion at the two-day conference at the Wisconsin Center.

The meeting opens at 5:30 today with a reception and buffet supper. Gov. Warren P. Knowles and Robben Fleming, chancellor of the University of Wisconsin-Madison, will speak at 8 p.m.

Discussion Sessions

Discussion sessions will meet from 9 a.m. to noon Saturday to evaluate commission recommendations and "to propose specific implementation." Their reports will be made at 1:15 after a noon luncheon.

Mrs. Mary Dublin Keyserling, director of the U.S. Department of Labor's women's bureau, will summarize the conference and forecast "The View Ahead" at the 2:15 p.m. closing meeting.



KNOWLES



FLEMING

The commission's report and recommendations are in the fields of family and community life, education and counseling, employment, citizen participation, and legal rights and protections — "problem areas" identified at Wisconsin's first Conference on Changing Status of Women a year ago.

While the commission's assignment from former Gov. John W. Reynolds was "to help in removing the barriers still facing the American woman," its report emphasizes that its recommendations are not intended to secure advantages for women at the expense of men or to "transfer disadvantages from one group to another."

Some of its proposals—like the one on the state minimum wage —would chiefly benefit men.

"The commission is committed to a program moving toward a better life for all . . . As the life of women is improved, that of men and children will at the same time be improved," the report explains.

Here is a summary of the commission recommendations:

Family, Community Life

ONE. "Continue to alert all Wisconsin citizens that our state and country will never reach its optimum unless we more fully utilize the talents, abilities, skills and time of every individual."

TWO. "Encourage industry to establish work shifts for mothers that coincide with school hours. Urge them to consider more part-time jobs."

THREE. "Provide protective public welfare services for all in need of them."

FOUR. "Provide homemaker service for all who need it, with payment for the indigent and statutory enablement of fee charging to those who can pay."

FIVE. "Establish additional day care centers" for children, including some at plants where mothers work.

SIX. "Expand public housing for the aged and low income groups with essential social services.'

SEVEN. "Provide foster home (or substitute family) care for children, aged, ill, or others . . . This would involve removing the statutory maximum payment on old-age assistance, blind aid, and disabled aid."

EIGHT. "Provide adequate medical and nursing care in a variety of settings: home, nursing home, hospital, etc."

NINE. "Provide after-school study centers, after-school tutoring, and special education classes or services for children unable to function in a regular schoolroom class."

TEN. Request the Department of Public Instruction to prepare guides for schools to improve family life education — including "home economics, family finance, child care, sex education, dating, marriage, and the family."

ELEVEN. "Provide basic training for marriage in home family life education at the adult level."

TWELVE. "Establish pre-marriage course to prepare young people . . . Such course could be given by churches, religious bodies, or by other accredited community groups."

Also, these recommendations affecting the "disadvantaged:"

ONE. Continue the state's program of Aid to Dependent Children (ADC) "at an adequate level" with studies to make it sim-

pler and more flexible and "to break the chains of inter-generation deprivation and dependency." Extend it to include needy families of the unemployed and to provide work training.

TWO. Provide "support for adequately staffed social agencies (both public and private) with skilled social workers having responsibility for small enough caseloads to provide preventive and rehabilitative services . . .

"Public Welfare should have as solid a commitment of accountability for the quality of rehabilitative and preventive services as the long-standing accountability for the monies spent."

THREE. Encourage "women's organizations to train volunteers as part-time parents willing to serve in a home for a few hours" to give low-income mothers some free time.

FOUR. Encourage joint efforts of many groups "to provide group training for low-income families."

Education, Counseling

ONE. In supervising school curricula, the Department of Public Instruction should encourage "the development of educational content for a deeper understanding of woman's multiple role in the home, in the community, and as an individual."

TWO. A professional position dealing with women's education and counseling and an advisory committee representing women's interests should be established in the State Board of Vocational and Adult Education.

THREE. Local educational agencies should undertake pilot projects to reduce adult functional illiteracy.

Employment

ONE. "The state minimum wage law should be amended to include men, as well as women and minors, and the wage rate should be raised."

TWO. **"'Equal pay for equal work' laws are vigorously supported . . . Individual skills and qualifications must be the only basis for hiring, advancement, and promotion."**

THREE. "Traditional assignment of some occupations to men and others to women must be replaced by attention to ability regardless of sex. . . . Vocational training and re-training should be equally available to men and women."

FOUR. More adequate training and re-training are needed "to develop new employment opportunities" and job training should be sponsored "in neighborhoods."

Citizen Participation

ONE. "That women become more aware of the civic life of their communities and be encouraged to work together and with men in seeking solutions" to problems.

TWO. That volunteer and community organizations should work harder to include "working class people, the disadvantaged, and the aged;" that women should "increase their willingness and competence" to take on responsible organizational offices; that organizations should strengthen their legislative programs and encourage members to activity in civic life and that they should provide leadership training for members.

THREE. "That qualified women be encouraged to seek elective and appointive office;" that government officials consider appointing women to responsible public positions; and that the commission keep providing lists of qualified women.

Legal Rights, Protection

ONE. Federal tax revisions including:

Removing ceiling on combined income of husband and wife for purposes of deducting cost of care of children and other dependents — "such deductions should be allowed regardless of combined income . . . since no limit exists to the possible income of a widower or of any woman;"

Additional allowances for care of dependents of $300 per dependent after the first — up to a maximum of $1,500;

Allowance of double income tax exemptions for dependents over 65 or of the totally disabled regardless of age;

Allowance of "head of household" income tax rates for single persons who maintain a household.

TWO. Parallel revision of state income taxes;

THREE. "Examination of the implications" of some proposed changes in federal inheritance taxes — "While the commission is not competent to comment on inheritance taxes as such, it does favor equal treatment of husband and wife."

FOUR. Legislation to create an inter-state mental health compact to provide for institutional care of the mentally ill or deficient "regardless of their state of residence" and for their transfer to institutions in other states for therapy.

FIVE. Appointment of a legislative committee "to evaluate the effect of according married women the same right as married men to establish a separate domicile without limitation." (At present a woman's legal residence is determined by her husband's even if they are separated.)

MILWAUKEE SENTINEL-MARCH 5, 1965

STATUS REPORT

State's Women Help Make It a Man's World

By MARIAN McBRIDE
Sentinel Staff Writer

Madison, Wis. — Women share equal responsibility with men for discrimination against their sex, according to the first annual report of the governor's commission on the status of women.

The booklet, which outlines the findings of more than a year's research on the position of women in Wisconsin, will be presented to Gov. Knowles Friday evening at the commission's second regular conference in the Wisconsin center here.

The conference, which will continue through Saturday, will be attended by nearly 300 persons. Former Gov. Reynolds created the commission in 1963. Like those of 36 other states, it was patterned after the president's commission.

State-wide participation has been invited to evaluate the commission's recommendations and to implement them at local and state levels. At the first conference Jan. 31 and Feb. 1, 1964, five problem areas were defined: Family and community life, education and counseling, employment, citizen participation and legal rights and protection.

Specific recommendations to utilize the talents and skills of every individual include encouraging industry to establish work shifts for mothers that coincide with school hours, expansion of public welfare services, homemaker service and day care centers, and after school study centers, tutoring and special education classes for children unable to function in regular schoolrooms.

Wisconsin's aid to dependent children program should be studied, according to the report, "to achieve greater simplicity and flexibility and to break the chains of intergeneration deprivation and dependency."

Although Wisconsin's high school drop-out rate is the lowest in the nation, "there are still almost as many adult illiterates as there are college graduates," the commission states. It recommends establishing in the state board of vocational and adult education a professional position to deal with women's education and counseling. Further emphasis in both the elementary and secondary school curricula on "woman's multiple role in the home, in the community and as an individual person," is advised.

Men's rights are considered, too, in the report. The committee on employment urged that the state minimum wage law be amended to include men, as well as women and minors, and that the wage rate be raised to permit an adequate standard of living for all citizens.

Sponsorship of job training in neighborhoods to make it more accessible to those who need retraining courses and development of more adequate training in the unskilled or retraining of the deskilled was also encouraged.

Women have not availed themselves of the opportunities offered by Wisconsin's early promise as a leader in citizen participation, the report states. Wisconsin was the first to deliver ratification papers for the federal amendment providing the vote for women. It added legal rights including the holding of public office in 1921. But the number of women participating, either as elected officials or appointees, has been disappointingly small here, the report adds.

The commission recommends that women become "more aware of the civic life of their communities." It further suggests that volunteer and community organizations work for accelerated civic activity of women and that qualified women be urged to run for public office and be considered for more government appointments.

Legal rights and protections for women include recommendations to remove the ceiling on combined income of husband and wife for deductions for child care and other dependents, allowance of "head of household" income tax rates for single persons who maintain a household, and allowance for dependents or disabled persons on both the state and federal levels.

Appointment of a legislative committee to evaluate the effect of granting married women the same right to establish a separate domicile without limitation is suggested.

Outside 'Status' vs. the Family

Problems for Women, Like Work, Never Done

By HELEN MATHESON
(Assistant Managing Editor)

As women reach out for status in the "outside world," they must also come to grips with another problem:

"How, in your legitimate struggle to have a career, serve your community, take part in the society around you, does one maintain the structure of the family on which our society is built?"

That was the challenge to the Governor's Conference on the Changing Status of Women laid down Friday night by Robben Fleming, chancellor of the University of Wisconsin-Madison.

Fleming addressed about 175 women and men attending the opening session of the conference in the Wisconsin Center.

The meeting will continue with discussion sections this morning, a noon luncheon, a report session at 1:15; and a closing address by Mrs. Mary Dublin Keyserling, director of the Labor department women's bureau, at 2:15. A total of about 300 people are expected to take part.

The charge to the conference was to have been presented by Gov. Warren Knowles who attended a reception but left before the evening meeting.

He was represented by his executive secretary, Paul E. Hassett, who spoke informally. Hassett praised the women for their interests in public affairs but half-jokingly urged them "to leave one evening free for parents to stay at home with their children" and to "arrange to have one parent home when the children get home from school."

Fleming noted problems women encounter in their seeking for a full role in society, among them:

Notes Problems Faced

ONE. Male prejudices.

He cited examples of discrimination he encountered as an arbitrator in labor disputes and reported he was surprised to find the same prejudices among the — predominantly male — students in his law classes.

TWO. "The fact that, after all, you are women."

Merely because they are female, women have responsibilities different from those of men, which impose some restrictions on their activities, the chancellor said.

"And the very fact of your womanhood is a divisive factor in your drive for status," he said. He commented on the various objectives of the unmarried career woman "who encounters male prejudices that deny her legitimate opportunities;" the married woman inclined to a career — "how does she square the responsibilities of her family with the responsibilities of her career?"; and the married woman "who does not want a career, but who feels she wants to make a contribution to society uniquely her own outside her home."

THREE. The inflexibility of employers who fail to get trained women they need because they will not adjust work shifts or set up part-time jobs to fit women's home obligations.

FOUR. Failure of women to pursue their higher education into professional and graduate-level training.

Plus More Problems

Although more women are going to college and getting better grades than men students, "there has been no increase in the percentage of women going into the professions or graduate school," he said.

Fleming predicted that many of these problems will be solved but warned **"As you solve these problems, you'll increase others —including how to hold together in this kind of society the family as a unit."**

Hassett told the conference that Gov. Knowles will continue the Governor's Commission on the Status of Women, originally established by former Gov. John Reynolds but that he is opposed to making it a full-time program that might overlap other state departments. The governor has asked Dr. Kathryn Clarenbach, Madison, to continue as chairman.

Hear Talk By Fleming

Women Told Problems Of Equal Status Still Remain

Women have lots of problems today—at least that's what they were told at the opening session of the Governor's Conference on The Changing Status of Women at the Wisconsin Center Friday.

Robben Fleming, U. W. Madison chancellor, gave the keynote address to the session attended by about 175 men and women.

* * *

He pointed out several problem fields the modern woman encounters in today's world. Fleming indicated that one of the biggest problems is that "after all, you are women." He said that women have responsibilities different from those of men, which impose some restrictions on their activities.

Fleming added that other problems include prejudices by males, the inflexibility of employers who fail to get trained women they need because they will not adjust work shifts to fit women's home obligations, and the failure of women to pursue graduate-level education.

* * *

He commented that more women are going to college and getting higher grades than men, but few women go on to graduate school.

Fleming continued that many of the problems will be solved but warned, "As you solve these problems, you'll increase others—including how to hold together your families in this kind of society."

Paul E. Hassett, Gov. Knowles' executive secretary, urged women to leave an evening free for their children and to be at home when the children get out of school.

The conference continued through today with meetings and discussion periods. About 300 were at today's session.

Gain in Women's Role Expected Despite Bias

By DOROTHY WITTE AUSTIN
Of The Journal Staff

Madison, Wis. — In spite of admitted male prejudice, more women will go into the professions, qualifying for positions in medicine, law, the sciences, college teaching and research.

That was the prediction of Robben W. Fleming, chancellor of the University of Wisconsin, in his keynote speech Friday night opening the second annual governor's conference on the changing status of women at the Wisconsin Center.

"The status problem of women is difficult because it isn't one problem at all," Fleming said. "It is a great many problems . . . partly a problem which women continue to face, fighting barriers which we men impose of prejudice in a man's world. Partly because as women you do have some responsibilities that are somewhat different from those of men.

Working Patterns

"It is equally clear that as the need for professionally trained people increases, employers will accommodate their working patterns more and more to women who want to work, but who cannot work on a set schedule, which has been required in the past."

He added that solving the problems of women's employment would increase another serious problem—how to hold together the family as a unit in a rapidly changing society.

About 150 representatives from Wisconsin industry, education, women's clubs and state and federal agencies attended a reception, buffet supper and the meeting at the center.

Another 150 were preregistered for Saturday's workshop meetings, luncheon and an afternoon of reports, including a summing up by Mrs. Mary D. Keyserling, director of the women's bureau of the United States department of labor.

Knowles at Reception

Gov. and Mrs. Knowles attended the reception, shook hands and left. Knowles was to have addressed the conference, but Paul Hassett, the governor's executive secretary, delivered Knowles' message to the conference.

The message included reconstitution of the commission and reappointment of Mrs. Kathryn Clarenbach, director of women's education at UW, as chairman.

Hassett accepted the commission's first major report. He expressed Knowles' hope that the commission would consider what Wisconsin could do to help educate women to make full use of their talents and training and to educate the community to make full use of its trained and talented women.

At Saturday meetings, the conference was to evaluate the commission's report and outline ways of implementing it.

Women Ask Meetings to Aid Raise in Status

By DOROTHY WITTE AUSTIN
Of The Journal Staff

Madison, Wis.—The next step in a national movement to raise the status of women is conferences at the local level, it was suggested Saturday. The suggestion came in one of 11 workshop reports at the second annual conference of the governor's commission on the status of women.

Among many ideas which workshop chairmen at the Wisconsin center asked 300 participants to take back to their local organizations were these:

Try to establish communication with underpriviledged women, whose isolation and lack of motivation represent society's most grievous and serious educational problem today.

Consider ways to reorganize institutions to fit an urban industrial society, substituting better day care plans for the long summer vacations instituted for a society which was predominantly rural.

Interpret laws affecting the rights of women workers at the local levels. Changes will come when broadly based public opinion makes itself felt.

Women who are looking for professional careers should examine the needs of society instead of considering solely what they might like to do. There is a strong demand for workers in teaching, social sciences, laboratory sciences, ancillary medical services and data processing.

Follow the progress in the legislature of a bill which would give the industrial commission authority to collect back wages in cases of proven wage discrimination because of sex. Other bills to watch include one which would raise the minimum wage to $1.25 per hour, with some exceptions.

Mrs. Mary D. Keyserling, director of the Women's bureau of the United States department of labor, scheduled to speak at the final meeting, did not appear. Miss Marguerite Gilmore, Chicago, director of the women's bureau, soon to become chief of five field divisions of the bureau, substituted.

Miss Gilmore said Wisconsin was a leader in the national movement to consider the role of women in the perspective of a Great Society which uses the best talents of all citizens.

She described the work of other midwest commissions on the status of women. In South Dakota, commission members are working to improve the educational lot of girls on three Indian reservations.

In Iowa, commission members are concerned with the welfare of women in prison.

Of the 39 such commissions instituted a year ago, 37 have survived changes of administration, Miss Gilmore said. Twelve have submitted annual reports to their governors. Few have a budget with which to work, but parcel out jobs and collect money in small sums at meetings to stay in operation.

Illinois is one of few commissions which has a budget, $10,000 a year, and a paid executive secretary.

"But Illinois does not have a minimum wage law nor an equal work law, so Wisconsin is still ahead," Miss Gilmore said.

WISCONSIN STATE JOURNAL-MARCH 7, 1965

On Status of Women

Community Conferences Proposed

By HELEN MATHESON
(Assistant Managing Editor)

A proposal for community conferences on the status of women to be held throughout Wisconsin was laid before the closing session of the second Governor's Conference on the Changing Status of Women Saturday afternoon.

The suggestion came from one of the conference's discussion groups which urged organizations involved in the conference to call meetings at home to consider the report of the Governor's Commission on the Status of Women, and existing laws.

About 250 men and women attending the second day of the meeting spent the morning in discussion sessions and part of the afternoon hearing reports on their results.

Lack of Motivation

A scattering of comments brought forth from the workshops —

— "The most serious problem" of Wisconsin women education-wise involves "the disadvantaged — resources are available to help them but they lack motivation to use it."

— "There are a lot of 'provides' in the report" — the first report of the govenor's commission which urges provision of many new services — "but we need to stress for taxpayers that this will result in prevention, which is cheaper in the long run."

— "Young women need to be motivated to consider long-range goals. They are so strongly motivated toward marriage that they won't look past age 30 to see the additional roles in life they must play besides that of wife and mother. What will they do when the children are grown up and gone?"

More Mothers Needed

— "The governor's commission needs more plain mothers on it!" (a reference not to comparitive comeliness but to full-time motherhood).

— "The need for household services is overwhelming" but it's going to be hard to meet due to the low status and inadequate pay offered domestic help. ("Could we call them 'home service technicians?'" someone asked.)

— "We feel a sense of urgency about moving ahead and acting to provide child care and day care services. And we need to re-shape community attitudes toward day care; often it is not altogether favorable."

— "We need to study how to achieve status and prestige for the most importnat job of all — home management and care of children."

Politics for Women

— "Women seeking jobs outside the home should look at what is needed in the way of work, not merely at what they want to do."

— "We've got to overcome the concept of politics as a dirty business, unfit for women to participate in."

— "I've been listening to all these proposals for programs to keep children busy after school. As a former child, I wonder about all this activity going on — isn't anyone going to PLAY anymore?"

As the conference ended, members were told that the Wisconsin Commission on the Status of Women is "one of the star commissions in the country. . .a leader in the national movement."

The speaker was Marguerite Gilmore, who is leaving a post as Chicago regional director of the United States Labor Department's Women's bureau to become director of the bureau's regional offices in Washington, D.C. She spoke in place of Mrs. Mary Dublin Keyserling, the bureau director, who was detained by business in Washington.

SURVEY ROLE OF WOMEN

How family life and community life are affected by the changing role of women —and what can be done— are analyzed in the first article of a five part series beginning on page 8, part 1.

Written by Marian McBride, the series treats the subjects highlighted in the first annual report of the governor's commission on the status of women. The group held its second conference in Madison Friday and Saturday.

Status Commission Calls for Changes

By MARIAN McBRIDE

This is the first of five articles reviewing the findings of the governor's commission on the status of women in Wisconsin.

THE INCREASING numbers of women holding jobs away from the hearth are enriching their individual lives and society, but they place an additional burden of concern on the community. These findings in the first annual report of the governor's commission on the status of women are accompanied by recommendations for community action.

The three major areas demanding action are: Marriage preparation, child care and adult education.

"Wives and mothers work for many reasons," according to the report's section on family and community life. The summary of findings is the result of more than a year of study by the commission.

"Some work because they must to provide basic family necessities," the committee reports. "Some women work because the role of homemaker and mother alone does not satisfy them completely. They find housework boring, menial and exhausting, and confinement to house and children a trap."

Others "seek status through added material luxuries," the report outlines, while "others choose to work outside the home as community participants and volunteers." Still others are dedicated to their profession, drafted back into jobs, seeking social contacts with contemporaries or working their children's way through college.

The preparation in schools for women's new role is imperative, the report continues. Girls should be educated to think of their adult role as partners in marriage and mothers and active participants in the social and economic world. This would include improved preparation for marriage for both girls and boys.

Industry should shift gears to make it possible to accept more women workers on the terms best for their families, it is suggested. Rearrangement of work hours to coincide with school hours and the creation of more part time jobs would make it possible for more women with families to accept employment.

Homemaker service and nursery care for children should be expanded for all those who need it and not just the needy with fees based on ability to pay.

"Child care has increasingly become a co-operative family and community function," the commission said. It recommends additional day care centers not only for children whose parents work, but in conditions where group experience is desired for the children. Special day care services are suggested for children with disabilities, either physical or social.

Expansion of public housing for the aged and low income groups is encouraged. Foster home care for the aged, children or ill would involve removing statutory maximum payment on old age assistance, blind aid and disabled aid.

The commission recommends an expansion of the Wisconsin aid to dependent children program "to include needy families of the unemployed and that working training legislation be passed." This extension of ADC would erase some of the inequities between state and federal programs and would relieve the local tax load by spreading the responsibility over a wider area.

A unique suggestion is the encouragement of women's organizations to train volunteers to serve as part time parents for low income families. This service would enable mothers to get away from their children for a few hours to "have an opportunity to attend classes and lectures, give volunteer service or just go shopping alone."

"Just as urban renewal is expensive, so is human renewal," the report concludes. "Public welfare should have as solid a commitment of accountability for the quality of rehabilitative and preventative services as the long standing accountability for the moneys spent."

MILWAUKEE SENTINEL-MARCH 9, 1965

Women Need Special Schooling

By MARIAN McBRIDE

This is the second of five articles reviewing the findings of the governor's commission on the status of women in Wisconsin.

EDUCATIONAL institutions have been challenged by the governor's commission on the status of women to do a better job of adapting to the interruptions in the educations and vocations of women.

It is out of date "to consider education the sole preserve of the young," the commission declared in its first report made last weekend.

"In the last few years special attention to the needs of women in higher education has been given in a number of our universities and colleges," the education and counseling committee states. "These efforts must be expanded with renewed imagination."

Although the commission praises Wisconsin for its "enviable education record," it adds: "Despite this outstanding record we fall far short of providing education for all who are educable, at a level commensurate with the needs of our times."

The state has the lowest high school dropout in the nation, but Wisconsin's adult illiterates equal its college graduates.

Through high school, women have more schooling than men here. In the 25-29 year age group, 66% of Wisconsin men and 72.5% of the women have completed high school. Seven out of ten of the top students in each graduating class are women.

But at the next level the female dropout skyrockets. A higher proportion of male high school graduates than female enter college and a much higher number complete college work.

For this reason the commission recommends revamping of college and vocational school programs to make it easier for women at any stage of life to continue or complete their work toward degrees and further enrich their learning.

The state department of public instruction is urged to "encourage the development of educational content for a deeper understanding of woman's multiple role in the home, in the community and as an individual person."

Establishment of a professional position in the state board of vocational and adult education would be concerned with women's education and counseling. This position would be assisted by an advisory committee made up of women from all levels of interest.

The office would initiate counseling programs for vocational guidance for "hard to reach" women. It would help provide opportunities for educational preparation for women wanting to return to work. Another aim would be to work with unions and employers to train women employes for new job opportunities.

The third recommendation of the education committee is to reduce adult illiteracy through pilot projects by local educational agencies.

Women Head Households

By MARIAN McBRIDE

WOMEN IN Wisconsin's work force have steadily increased at about the same rate as the national level. Today about one-third of the workers in the state are women, and they represent about one-third of Wisconsin women of working age, according to the first annual report of the governor's commission on the status of women.

In recent years the demand for women in the expanding trade and service industries has given impetus to the growth. This coupled with the World War II opportunities for women to prove their abilities in fields until then closed to them; availability of labor saving devices in the home and earlier marriage and family completion have stimulated the number of women working outside the home.

But the most dramatic statistic uncovered by the committee on employment of the commission is that 15% of all Wisconsin households are headed by a female.

Protection of working women by legislation dates back to 1867 in Wisconsin, but the law forbidding more than an eight hour day was easily circumvented by employers refusing to hire women who would not agree to work more than the specified hours.

This is the third of five articles reviewing the findings of the governor's commission on the status of women in Wisconsin.

This law is a touchy one. Although it has been tightened through the years, it has always been feared that rigorous enforcement would restrict administrative, executive and professional women. Currently the committee on employment of the governor's commission on the status of women and the Wisconsin industrial commission are studying the state's policies to search for possible ways of strengthening the law without penalizing other types of jobs.

Information on women in public employment—a major part of the employment scene in the state—has been unavailable until now. But the bureau of personnel of the state department of administration is gathering data which will draw a truer picture of the role women play in state service.

When this is complete, the commission hopes to make recommendations. A comparable study at the federal level by the civil service commission has resulted in new policies and encouragements for women.

Special concern for the domestic worker is expressed by the committee on employment. Pointing out that 98% of the household services group are women, the committee studied the range of salaries paid. The gross wage of even a housekeeper working 40 hours a week is only from $2,000 to $2,500 a year in the Milwaukee area. This salary before deductions for taxes and social security is well below the $3,000 "poverty" level income set by the federal economic opportunity act of 1964.

One concrete suggestion to improve conditions for this group is to establish titles and job descriptions for domestic service. These would be used by the Wisconsin state employment service and the industrial commission.

Problems remaining for study in this important committee include informal union-management understandings which the women believe discriminate against females. The federal and state laws may need revision to see that some of the "safeguards" are not in effect stifling the growth of women in industry.

Solid recommendations at this time include amending the state minimum wage law to include men as well as women and minors.

The commission maintains that "although discrimination in hiring on the basis of sex is illegal, it persists." Employers are challenged to make job descriptions available to ascertain whether the same duties are receiving the same pay. Vocational training and retraining should be made available to both se

, Continued study is also urged to protect the physical safety of employes in unusual circumstances and to provide leaves for pregnancy.

The part time worker is penalized by lack of pension, vacation and other benefits. The whole area of part time workers and their contribution to the labor force should be analyzed, the report states.

The small percentage of women in the professions and the decreasing percentage of this group in the last three decades can be studied with more clarity after completion of the survey of classified state employes.

Outside of the teaching profession, few women are currently working or seeking training in Wisconsin in the professions. The income figures for this group are relatively low. Only 4.8% of the employed women earn from $5,000 to $10,000 a year and less than half of the 1% are in the over $10,000 bracket.

MILWAUKEE SENTINEL-MARCH 12, 1965

Women Hold Few Offices

By MARIAN McBRIDE

This is the fourth of five articles reviewing the findings of the governor's commission on the status of women in Wisconsin.

TWO GENERATIONS of Wisconsin women have done little but point with pride to their accomplishments in obtaining the vote and the right to hold public office. The governor's commission on the status of women, in its first annual report, hopes summarizing this "record of distressingly slow progress" will stimulate greater work toward full partnership with men in citizen participation.

Although Illinois actually ratified the amendment to provide equal citizenship to women before Wisconsin, the latter's papers were the first to arrive in Washington, D. C. But the scramble to lead in this struggle has bogged down. Few women have held political or appointive office in the state, in relation to their numbers in the population.

"It could reasonably be expected that in appointive positions women would fare better than in elective positions," the commission's committee on citizen participation states. "By appointment, women would be presumed to be selected for their special abilities and willingness to serve on committees, commissions, boards and in positions of significance to society."

But this is not the case, particularly in Wisconsin on the state level. Local figures were not as accessible.

There is only one woman in a federal appointive job in the state and few on the various state commissions and committees. The report points out there are no women on the board of regents of the University of Wisconsin.

To combat this inequity, the commission is compiling a list of qualified and able women who could be considered for appointment.

A special study of women as volunteers was made by the commission through questionnaires sent to 475 organizations throughout the state. Although the analysis of this effort is difficult to generalize, the report indicates that while their prime aim is listed as educational, trade, religious or professional, many of these groups have a legislative program.

"While only a fourth considered their primary purpose as political and legislative," the report adds, "most of the groups have action programs which show awareness of community needs and also the need of the organization to participate in community life."

The committee especially calls on these volunteer groups to constantly reexamine the way in which their woman-hours are utilized. These organizations will advance only by engaging in significant activity, adapting to the changing needs of their communities and expanding their services to the excluded.

Greater participation of more women in the policy making level of these organizations would prepare them for further participation in government.

The commission hopes to make women more aware of the civic life in their communities and encourage them to tackle work on solutions to problems and social ills within their areas.

MILWAUKEE SENTINEL-MARCH 13, 1965

Law and Taxes

Unfair to Women

This is the last of five articles reviewing the findings of the governor's commission on the status of women in Wisconsin.

By MARIAN McBRIDE

A WORKING WOMAN whose combined income with her husband exceeds $6,000 may not deduct for the cost of care of children or other dependents. But widowers or widows, divorced persons or unmarried mothers may deduct for the same costs—no matter how high their income.

Single men and women maintaining a household cannot declare "head of household" under current income tax schedules.

Married women, legally separated from their husbands, do not have the same right as their spouses to set up a separate home. This deprives them in many cases of voting rights, holding public office and other legal and citizenships privileges granted their husbands.

The first annual report of the governor's commission on the status of women urges revision of the thinking on these and other tax and legal inequities. It asks for equalization of these not only for women, but for men as well.

Until recently the combined income of a working couple had to be under $3,000 to allow deduction for child or dependent care. But the commission points out that "even the newest limit of a combined income of $6,000 is unrealistic."

One comment from a surprised observer on this law "t sort of penalizes you living right, doesn't it?"

Whether a taxpayer is married or single, the taxpayer must still pay fuel, utilities, repair, refurbishing or other costs for a home and is entitled to the "head of household" designation and subsequent deductions, the report comments. This goes beyond the president's commission, which only asked this privilege for the working woman.

Additional allowances for care of dependents—$300 per dependent after the first, up to a maximum of $1,500—is another recommendation. The commission maintains that the present maximum allowance of $900 falls far short of the amount required by even the minimum wage for household help in Wisconsin.

If dependents were over 65 years of age or totally disabled, the taxpayer would be allowed a double income tax exemption. This would include not only a husband and wife over that age, but a single woman's dependent parent or a woman's disabled children. Precedent for this allowance already exists in the tax break available to the blind.

The legal rights and protections committee of the governor's commission had an easier chore on the state level than the other four committees. Wisconsin's laws, dating back to 1850, have given women broad, liberal rights. Wisconsin women have long been treated as individuals and their own keepers, as much or more than in any state in the union.

This committee, therefore, turned more than the other four to echoing the specific concerns of the president's commission on the status of women, intimating that Wisconsin's legislation in this field has gone almost as far as it can go without impetus from the federal level.

The federal inheritance taxes should be changed to conform with the Wisconsin determination which now permits ownership of jointly held property—specifically permitting husband and wife to each own half.

"Both husband and wife may be penalized at the present time by the interpretation that the person who dies first had full ownership unless the remaining partner can offer proof of at least partial purchase," the committee reports. "While this commission is not competent to comment on inheritance taxes as such, it does favor equal treatment of husband and wife."

amendment to the constitution, and the recommendations of the advisory committee to the division for children and youth on the termination of parental

The interstate mental health compact is urged by the commission. It would provide institutional care of the mentally ill or mentally deficient regardless of their state of residence, and transfer of a patient to another state if such a move would be desirable.

Appointment of a legislative committee to evaluate the effect of giving married women the same right as married men to set up a separate home without limitation is urged.

"For some reason a woman's legal residence is still determined by her husband's residence," the report continued. "Under the majority of circumstances this creates no problems, but it does reflect unequal treatment and at times it produces real hardship. The most evident hardship results when a man and a woman, separated though legally married, live apart and in different cities, counties or states. Yet the wife is still considered by law to be a resident where her husband resides."

This law would [illegible] the wife's right to [illegible] hold public office, enroll in public education institutions, serve on juries and be eligible for public assistance. It would complicate her tax picture.

Only four states reported to the president's commission that they make provision for separate domicile and three of these do not make clear distinctions.

The committee has reserved decision in three areas pending further study. They are social security benefits, an equal rights



By Norman Matheny, staff photographer

Ladies' day

President Johnson met this week with the Citizens Advisory Council on the Status of Women and the Governors' Commissions on the Status of Women. Here he greets members on the White House lawn. He told the ladies that he considered several women for the latest Supreme Court vacancy—and implied he still may make such a landmark appointment.

When Seeking Status for Women

It's No Time to Be Ladylike

"NICE GUYS don't win ball games." This lippy advice by baseball's Leo Durocher was given yesterday to homeward bound members of Governors' Commissions on the Status of Women.

Summarizing two days of speeches and workshops, chairman Kathryn Clarenbach of the Wisconsin Commission on the Status of Women found it a neat way to tell the women to put the conference's words into action.

"As long as we sit still in a ladylike way and fail to demand changes, changes are not likely to come about," Miss Clarenbach said.

She told the 400 men and women to return to their state legislatures with minimum wage proposals and to "beard the city council—or better still—get on it" and pass some day care legislation.

"We know we have allies in Washington," she said, referring to the welcomes the state commissioners have received from the President and Mrs. Johnson and the Vice President.

HIGH RANKING Government officials, including Assistant Secretary of Health, Education and Welfare Wilbur Cohen and Assistant Secretary of Labor Esther Peterson, have addressed the conference sessions.

Although some of the 44 state commissions do not yet have budgets (many members attended the conference at personal expense) they now have guidelines and model programs to study.

Miss Clarenbach's summary indicated that the state commissions will be wrestling with problems of the anti-poverty program. It appalled her, she said, to find that men and women engaged in training and employment view poor women only as wives, mothers, home managers and consumers. That women work for a living, need training, are among the unemployed escapes them.

She also advised the men and women to re-examine their philosophies and assumptions about women's role and what changes will do to the "sanctity of the mother-child relationship."

Miss Clarenbach hoped her fellow commissioners would not feed definitions of men into computers in the talent search for able women.

WISCONSIN STATE JOURNAL-OCTOBER, 1965

By ANDREW TULLY

WASHINGTON — Those professional females who are always yelping about something called women's rights seem to be going crazier than usual this summer. Encouraged by our vote - seeking politicians, they are now wondering out loud whether those "help wanted" ads discriminate against their sex.

Chairman Franklin D. Roosevelt Jr. of the often emotional Equal Employment Opportunity Commission has named an ad hoc committee to decide whether separating such ads by sex violates Title VII of the Civil Right Act. If the finding is affirmative, newspapers may be pressured to lump both sexes under one label, "Neuter."

WE ALSO HAVE Miss Kathryn Clarenbach of the Wisconsin Commission on the Status of Women urging that dames stop being "lady - like" and go out and demand their "rights." And Dr. Nancy Roman, a woman scientist, says little girls should be encouraged to play with erector sets and little boys with dolls to break down "segregation by occupation" in their childhood.

I swear, I don't know what has happened to the nation's broads. They were always troublesome, but in a rather sweet feminine way. Males have been tolerant of their culinary accidents and the fact they could never find their corset, or something, when they were dressing for dinner with the boss. In short, we have always treated them as females — pretty little things who had to be protected from life. In this role, women have always had it made, and it passes understanding why they should now be demanding that the world treat them as just another clutch of

More Action Promised on Women's Status

By DOROTHY WITTE AUSTIN
Of The Journal Staff

Madison, Wis.—Fewer words nd more action were promised n the first meeting Wednesday f the reconstituted governor's ommission on the status of vomen.

Gov. Knowles, who reappointd 15 members and made 22 ew appointments, was not on and to greet the commission, s scheduled. His executive assstant, Paul Hassett, welcomed ıe group and explained that ıe governor was surveying amaged vegetable farms by elicopter.

In a lively meeting in the ɔvernor's conference room, the ɔmmission discussed these prɔsals:

To take recommendations of e previous commission, prɔded the new commission conrred in such recommendaɔns, to agencies and industries ıd say in so many words, 'his is what we think you ould do. What do you plan do?"

To learn what vacancies exist state boards and commisɔns, to compile a list of comtent women available for the cancies and submit recomendations to the governor.

To make available a speaks' bureau on problems relent to the status of women, :luding job and wage discrimıtion, child care, legal rights women in Wisconsin and izen participation.

To plan and staff regional etings in Milwaukee and in rtheastern and northwestern Wisconsin cities to focus on problems relating to women's status which would be of greatest interest in the areas.

To analyze a recently completed survey of 19,000 state civil service workers to learn the proportion of women employed, their titles, salaries, ages, marital status, ages of children, length of service and numbers, if any, working below grade levels.

Temporary committee chairmen appointed were Judge Ervin Bruner of the Dane county family court, home and family committee; Douglas Ajer, director of the labor standards division of the state industrial commission, employment committee; Richard Roth, guidance and counseling supervisor for the state department of public instruction, education committee; Miss Nancy Knaak, associate dean of students at River Falls State university, legal rights committee, and Mrs. Gene C. Harrison, Cedarburg, citizen participation committee.

The next meeting will be held Dec. 1.

Reappointed by Knowles

Those reappointed to the commission were:

Ajer; Judge Bruner; Mrs. Harrison; Mrs. Knaak; Mrs. Kathryn F. Clarenbach, University of Wisconsin director of women's education, commission chairman; Mrs. Donald Clusen, Green Bay, Wisconsin League of Women Voters president; Mrs. William E. Finlayson, 3406 N. 16th st., Milwaukee, founder of the E. B. Phillips day care center; Mrs. Wilbur Halyard, 4326 N. 37th st., Milwaukee, past president of the Wisconsin conference of the National Association for the Advancement of Colored People.

Miss Geraldine Hinkel, Madison, first vice-president of the Business and Professional Women's Clubs; Mrs. M. J. Levin, 4425 N. Maryland av., Shorewood, past president of the Milwaukee Intergroup council; Mrs. Harvey Odenbrett, 911 N. 59th st., Milwaukee, a member of the governor's council on arts; Mrs. Mildred Perry, 7744 S. North Cape rd., Franklin, a member of the Democratic women's committee.

Robert Schacht, Madison, facilities and services director, UW extension division; Miss Cynthia Stokes, Madison, assistant director of the divison of public assistance, state department of public welfare, and Mrs. Francis L. McElligott, 12326 N. Lake Shore dr., Mequon, assistant to the chancellor, Marquette university.

New members are:

Roth; Mrs. Gene Bertolli, Waukesha; Mrs. Carolyn Blanchard, Edgerton, an assemblyman; A. Warren Cahill, Waukesha, family court commissioner; Mrs. C. W. Chaterson, Eau Claire; Mrs. Esther Doughty, Horicon, an assemblyman; Mrs. C. A. Eckstrom, 3535 W. Highland blvd., Milwaukee; Rev. Karl Evers, 1236 S. 115th st., West Allis.

Miss Kathryn T. Gill, Madison, chief of home economics education, state board of vocational and adult education; John R. Hacklander, Janesville, a school board member; Mrs. George W. Hamilton, 1704 W. Capitol dr.; Miss Virginia Huebner, director of the fair employment practices divison, state industrial commission; Mrs. Stanley M. Kopac, 1305 S. 110th st., West Allis; Mrs. Bernard Miller, 3515 N. 58th st.

Mrs. Arthur Moody, La Crosse, president of the Episcopal Women's club; Mrs. Roland Nehring, 4601 S. 1th st., Milwaukee; Mrs. J. William Nigl, 4762 N. Woodruff av., Whitefish Bay, of the North Shore Republican club; Mrs. J. F. O'Connell, Madison, president, Wisconsin Council of Catholic Women; Mrs. Terry Roshaven, 11300 W. Parnell av., Hales Corners; Mrs. C. W. Schwiesow, Ripon; Carl K. Wettengel, Madison, bureau of personnel director, department of administration, and Mrs. John C. Wickhem, Janesville, a Rock county board member.

MILWAUKEE JOURNAL-NOVEMBER 28, 1965

Women's Status Subject of Panel

A PROGRAM on the status of women is planned by the Milwaukee Woman's club for 1 p.m. on Monday at the Federation clubhouse, 1462 N. Prospect av.

Miss Mercedes Ferraris, supervisor of the child welfare division, department of public welfare, and former member of the governor's commission on the status of women, will be moderator for a panel discussion.

Panelist Mrs. M. J. Levin, member of the governor's commission on the status of women, was recently appointed to the committee on program evaluation of county government for 1965 to 1969.

Mrs. Francis McElligott, another panelist, is assistant to the chancellor of Marquette university, and member of the governor's commission on the status of women.

Status Commission Faces Dilemmas

ployment laws cause problems

By DOROTHY WITTE AUSTIN
Of The Journal Staff

Madison, Wis.—Several dilemmas confront the status of women's commission and the state government agencies which are trying to deal with new laws affecting women's rights in employment. Miss Mary C. Manning, Chicago, recently appointed regional director of the women's bureau of the US department of labor, indicated one dilemma when she cited the experience of the Illinois status of women's commission in her talk to Wisconsin commission members Wednesday at the Wisconsin Center.

Miss Manning told the commission that their counterpart in Illinois had had a budget of $10,000 a year.

"But the ladies promoted minimum wage legislation a little too vigorously and the state senate decided it could do without a status of women's commission. The governor reappointed a commission, but it now has no budget," Miss Manning said.

She added, on the credit side of the national scene, that the California status of women's commission was the most affluent of all, with a budget of $35,000; that the last year had seen more progress in minimum wage legislation nationally than all previous years, and that much of this progress had come about through efforts of various status of women's commissions, now in existence in 45 states.

Law Interpretation

Douglas, Ajer, director of the division of labor standards of the state industrial commission, said that he and Miss Virginia Huebner, director of the fair employment practices division of the industrial commission, were encountering problems in interpreting legislation.

"You cannot discriminate because of sex. And yet you cannot work a woman more th ne hours a day. This presents a problem. How are we going to administer this legislation?

"Wisconsin is a leader in the legislative field and we are moving now to try and set up some standards whereby we can enforce both laws, maintain standards for women in employment and still prohibit discrimination because of sex. I am not sure we are going to come out right on this, because there are certain areas where you cannot help but discriminate.

He said he was concerned because of the women's hours laws and standards, that he didn't want to see these standards suddenly thrown out.

"Many of our women employes are mothers, almost one-third of them. We must maintain some limits for the protection of mothers and their children."

Bill on Hours Law

Ajer suggested that the commission members study a bill introduced in the assembly July 21, Bill 951, which would modify and streamline women's hours laws. The bill would, in effect Ajer said, make the hours laws for women less restrictive in most areas. The bill proposes that women may work in excess of eight hours a day provided they are paid time and a half for the excess hours, but cannot work more than ten hours a day without a special permit from the industrial commission. Exemptions to the bill include professional and executive women, farming, domestic service, summer camp workers. A hearing on the bill will be held at 10 a.m. Tuesday, Oct. 14, room 318, in the state Capitol.

He also asked commission members to study Bill 582 in the state senate. The bill, he said, would extend minimum wage coverage to men as well as to women and minors, and would increase state minimum wages from $1.10 to $1.25 an hour over a period of time.

The chief problem, Ajer emphasized, was not with the woman in a professional field or a job on a high level, but in low income jobs requiring little skill, in which employers sometimes require workers to work long hours to hold the job.



Miss Virginia Huebner

"Where do you draw the line between those we cover with protective legislation and those we don't cover?" he asked rhetorically. He said women who earned over $350 a month were exempt from protective legislation coverage, but that many factory workers were now edging into that category and higher Among them, he felt sure, were many mothers of small children.

He reminded commission members that protective legislation for women and children was introduced because employers could once exact any number of hours.

"And now," he said with a baffled air, "some women feel discriminated against because we are trying to protect them."

Ajer cited one situation in which the death of a tool crib operator left a vacancy. Next in line for the job was a woman. Ordinarily the tool crib operator would work an eight hour day, but there would be days on which the operator would work 10 or 12 hours a day. Since the law said a woman could not work that many hours, she was passed over for the job. She protested, said she was entitled to the job and was able to do it. An exception was made and she got the job.

Another Dilemma

Another dilemma facing commission members and women themselves was a philosophical one, a question involving value judgments.

Mrs. Kathryn Clarenbach, director of women's education for the University of Wisconsin and chairman of the commission, urged the commission members to read Margaret Mead's preface and epilogue to the hard cover edition of the report of the President's Commission on the Status of Women, recently published by Scribners.

"Margaret Mead raises the question as to whether we are now considering marriage and motherhood as obstacles to be overcome in the pursuit of a career," said Mrs. Clarenbach. "This is an area of concern which we ought to consider in some depth."

Miss Cynthia Stokes, assistant director of the division of public assistance, state department of public welfare, reported to new members the proceedings last July of the national conference on the status of women in Washington, D. C. She said that many responsible men in the administration were willing and eager to hire women for top positions, in response to the president's request, if they could find women with the educational background and experience for such jobs. She quoted Mrs. Mary Dublin Keyserling, director of the women's bureau, department of labor, as citing statistics which showed that fewer women were going to college, and that fewer college faculty members were women, and that these trends, unless reversed, would aggravate the disadvantage of women in employment.



WISCONSIN STATE JOURNAL-OCTOBER 20, 1965

Dr. Schacht
WISCONSIN
Press Association
235 Washington Building
MADISON 3, WISCONSIN
Clipping Bureau Division
Eau Claire Leader
OCT 13 1965

Commission on Status of Women Hears Proposals

The first meeting of the commission on the status of women in the administration of Governor Warren Knowles heard specific proposals Wednesday Oct. 6, to make more effective recommendations adopted at previous meetings.

Robert Schacht, Director of Facilities and Services of the University of Wisconsin Extension Division, suggested that recommendations adopted by the commission last spring be brought specifically to the attention of agencies affected, with a request for response.

Judge Ervin M. Bruner of the Dane County Family Court recommended that a general statewide conference be postponed until the spring of 1967, and that regional or local meetings on specific problems relating to the status of women be planned.

GOVERNOR Knowles, scheduled to greet the commission in his conference room, did not appear. His executive secretary, Paul Hassett, explained the governor was surveying damage to muck farms by helicopter.

At a morning meeting in the governor's conference room the commission had coffee and doughnuts and brought new members up to date on the history and aims of the commission.

Dr. Nancy Knaack, associate dean of students for River Falls State University, summed up the history of the commission.

Miss Cynthia Stokes, Assistant Director, Division of Public Assistance, State Department of Public Welfare, described the impetus given to status commission' work by the national conference of status commissions in Washington, D. C. last July.

MISS MARY C. Manning, recently appointed regional director of the women's bureau of the department of labor, was a visitor at the meeting.

After lunch at the Wisconsin Center the commission moved to: Establish a liaison with the office of economic opportunity; appoint a publicity person to bring the substance of problems relating to women's status to public view; and ask for a modest but realistic budget from Governor Knowles in order to print programs, disseminate reports and do research for special projectn.

Mrs. C. W. Chatterson, Eau Claire, one of 22 newly appointed members and Dr. Nancy Knaak, River Falls, one of 16 reappointed members were present for the commissions all-day meeting Wednesday. Dr. Knaack was named to Legal Rights and Protections Committee and Mrs. Chatterson to Citizen Participation Committee.

Five committees will meet before the next commission meeting Dec. 1 in Madison.

Women Learn Responsibility as Individuals

THE AMERICAN woman, 1965, is living in a world of awareness that demands responsibility. And in retrospect her new responsibilities demand a new awareness, the Women's Court and Civic Conference was told at the opening meeting held recently at the YWCA.

The speaker was Mrs. Kathryn Clarenbach, chairman of the governor's commission on the status of women.

Every individual, man or woman, has a moral and social responsibility to develop his talents to the best of his ability for his own good and that of others, and to progress, Mrs. Clarenbach pointed out.

The status of women commission is set up to help the woman who wishes to make a realistic choice for a way of living, she explained. The objective of the commission is to broaden the range of opportunities so that these women have a better choice.

"But not so every woman rushes out for jobs and leaves her children with cold outsiders," Mrs. Clarenbach explained. "Women are not being seduced into the work force."

Women must realize that all women cannot be volunteers and members of the paid working force and should not look down on those whose life centers around the home, she indicated.

A woman should be aware of her own potential and limitations, of obstacles in her fulfillment and that of others and understand others' problems, Mrs. Clarenbach said.

Parents Blamed for Cutting Girls' Education

MILWAUKEE JOURNAL-SEPTEMBER 24, 1965

They must face economic reality, importance of continuing studies

By Dorothy Witte Austin
Of The Journal Staff

Stevens Point, Wis.—It is parents who put limitations on heir daughters' aspirations and ambitions, who subordiate their educational needs to those of their brothers, who do not understand the economic facts of a woman's ife, and who need counseling. And yet they would not welcome an attempt to reshape their thinking, said one ounselor in a workshop eeting at the seventh annual all guidance conference ponsored by the Central Wisonsin Personnel and Guidnce association at Wisconin State university last week.

James H. Albertson, uniersity president, welcomed 20 counselors and many visors in behalf of his faculty of 00 and his 4,500 students. He ndorsed the centrality of the ndividuals in the teaching nd learning process.

William Johnson, Wisconsin apids, a counselor and presient of the association, greed that the individual ame first in education in a emocratic society.

There was less reluctance t this meeting than at previus conferences to face the conomic facts that most omen work at least 20 years f their lives whether or not ey marry, that the explosion of knowledge and the uman resource needs of an xpanding society require the se of the full potential of evry citizen, that more women ther than fewer women will e working in years to come.

There was also less hostiliy to the idea of the equal tatus of women than at earer guidance conferences, although here and there tradionalism reared its head.

One Viewpoint

"Women are supposed to serve the family. The woman stays in the background. She uses sublimation. That is the way I see it," one man insisted.

But most counselors did not see it that way. The problem was to counsel parents that girls as well as boys needed post-high-school education in order to make acceptable wives.

Mrs. Kathryn Clarenbach, director of women's education at the University of Wisconsin, Madison, and chairman of the governor's commission on the status of women, said in her keynote speech that she was every day confronted by mature women who said in effect, "Why didn't someone tell me that this was what life was going to be like? Why didn't someone insist that I finish school? It would have been so much simpler when I was younger."

Mrs. Clarenbach presented a quick overview of the situation faced by women.

"We live in a time of knowledge explosion where we all have to run faster in order to stand still, where continuing education is increasingly becoming accepted as a way of life, where graduation ceremonies have no meaning any longer, where a high school degree is about as helpful in preparing today's children as a fourth grade education was helpful in my generation."

Mrs. Clarenbach said she believed there had been insufficent attention paid to the guidance of girls in accord with economic reality.

This was the situation statistics disclosed:

The life expectancy of women today is 75. The average woman is married at 20, has her last child before 30 and has when her last child enters school about 40 years ahead for a relatively healthy and active life.

These factors pointed to a need for serious and realistic preparation for dual or triple roles.

Mrs. Clarenbach presented some extremely divergent views. She said some observers feel that men exaggerate the importance of child birth. Child birth was not something that should keep a person from a professional occupation. If the person did not wish to spend all her time in child care she could provide good and proper care for the child, pursue a profession and still have a good many hours with the child.

At the other extreme was the view of a Wisconsin legislator, a member of the labor committee, who said, "Women really ought to stay at home where they belong, and should not be working outside the home at all."

Because we do not have agreement on this, the educator said, girls feel this tug and pull.

Increasing Choices

Mrs. Clarenbach, in estimating the role of status of women commissions now working in 45 states, said that such groups attempted to increase the range of realistic choices open to women rather than to advocate any one pattern.

"We feel that women who have a professional commitment or a great deal of ability ought to be perfectly free, without public censure and with facilities at hand to do so, to pursue a vocation or profession. And those who prefer to stay home ought to be able to be perfectly free to do so without criticism."

Her conclusion was that it seemed obvious now that girls were not only going to get married but that some kind of vocation or professional preparation was important when you consider how many would work how much of their lives.

The speaker said she was reluctant to suggest any particular life pattern. One which was evolving seemed to be education, marriage, child bearing, returning to a part time job when children were in school, and a full time job later.

"I am of many minds about the validity of this pattern," she said. "For some women this is ideal. I would hate to impose it as a pattern expected of all. There are many areas where a gap of 10 to 20 years leads to acceptance of secondary work below grade level which many women are already guilty of."

Counseling Problems

She did not believe, she said, that women were superior to men in brain power in spite of the fact that 7 out of 10 top graduates were girls. The reason was that girls did not have any other avenues open to them to win recognition in high school. Athletic programs for girls



Mrs. Kathryn Clarenbach

should be improved, she thought.

At workshop meetings, counselors spoke freely of their problems in trying to counsel girls realistically.

"I realized years ago," said one, "that there was a tremendous waste of talent in girls not committing themselves to further education. Somehow, as I was working with these girls, this got back to the school administration. I was called in and taken to task for downgrading marriage and motherhood as a career."

Other counselors reported parental attitudes which interfered with counseling girls on the basis of their potential. Girls said things like this:

"My parents don't want me to go to college because they figure I am going to get married anyway."

"My parents can't afford to send all of us but they are going to send my brothers."

Happy Ending

In few cases do girls relegated to second place by their parents feel resentful or abused, counselors agreed. They accept the verdict.

One counselor recalled a situation in which he felt that the girl who was valedictorian of her class ought to go on to college. She wished to go. Her parents saw no point to college for her and would not offer financial support, but the girl after counseling decided to try to make her way alone. She worked out a scholarship job and loan plan and is now doing well in her classes.

Another said a hopeful sign, as far as women's education was concerned, was the bringing of education facilities to many Wisconsin communities through the UW center system and the state university system, that many parents who could not or would not send their daughters away to school would allow them to attend school nearer home.

Guidelines Offered

In reply to one young man who took the traditional view that the family would suffer if the mother pursued interests of her own, Mrs. Clarenbach suggested guidelines:

That the mother might do some activity or work of which the family could be proud.

That the mother should guard her own health and that of her family.

That each family should work out its own lists of priorities if the women elected to work at something which interested her greatly, that some other things would have to go. But that need not be that family life would suffer, she added.

"Sunday nights are family nights at our house," she said. "And nothing is permitted to interfere." Mrs. Clarenbach has three children.

"If children are aware of what families are trying to do or achieve they will generally try to co-operate," a man agreed.

Mrs. Clarenbach also pointed out that it was too late to debate the shoulds or shouldn'ts of the working mother situation, that women were already doing this by the thousands and that the task of society now was to figure out what circumstances would enable her to do this with the least damage all the way around.

Presents Challenge

In the second speech of the afternoon, John W. M. Rothney, professor of education at the University of Wisconsin, Madison, challenged the counselors to justify their existence and their jobs.

"In order for counseling to be effective there has to be a change in attitude or behavior. Something has got to happen. If you haven't produced some change you have failed."

He said counselors could take the expectations of society as their goals.

"Society is saying we want our young people to have more education, to participate more in government to choose some way they can earn a living, to play in the world of leisure, to be happier and freer."

The education professor said he dared the counselors to "really get in there and pitch."

7-A The Daily Telegram
Eau Claire, Wisconsin
Tuesday, October 12, 1965

Commission on Status of Women Hears Proposals

The first meeting of the commission on the status of women in the administration of Governor Warren Knowles heard specific proposals Wednesday Oct. 6, to make more effective recommendations adopted at previous meetings.

Robert Schacht, Director of Facilities and Services of the University of Wisconsin Extension Division, suggested that recommendations adopted by the commission last spring be brought specifically to the attention of agencies affected, with a request for response.

Judge Ervin M. Bruner of the Dane County Family Court recommended that a general statewide conference be postponed until the spring of 1967, and that regional or local meetings on specific problems relating to the status of women be planned.

GOVERNOR Knowles, scheduled to greet the commission in his conference room, did not appear. His executive secretary, Paul Hassett, explained the governor was surveying damage to muck farms by helicopter.

At a morning meeting in the governor's conference room the commission had coffee and doughnuts and brought new members up to date on the history and aims of the commission.

Dr. Nancy Knaack, associate dean of students for River Falls State University, summed up the history of the commission.

Miss Cynthia Stokes, Assistant Director, Division of Public Assistance, State Department of Public Welfare, described the impetus given to status commission' work by the national conference of status commissions in Washington, D. C. last July.

MISS MARY C. Manning, recently appointed regional director of the women's bureau of the department of labor, was a visitor at the meeting.

After lunch at the Wisconsin Center the commission moved to: Establish a liaison with the office of economic opportunity; appoint a publicity person to bring the substance of problems relating to women's status to public view; and ask for a modest but realistic budget from Governor Knowles in order to print programs, disseminate reports and do research for special projectn.

Mrs. C. W. Chatterson, Eau Claire, one of 22 newly appointed members and Dr. Nancy Knaak, River Falls, one of 16 reappointed members were present for the commissions all-day meeting Wednesday. Dr. Knaack was named to Legal Rights and Protections Committee and Mrs. Chatterson to Citizen Participation Committee.

Five committees will meet before the next commission meeting Dec. 1 in Madison.

38 Will Assist Women's Status Group in State

Thirty-eight Wisconsin men and women were named Thursday by Gov. Warren P. Knowles to the Governor's Committee on the Status of Women.

Dr. Kathryn Clarenbach, Madison, was reappointed chairman of the committee, which meets to recommend programs involving women in such areas as establishment of day-care centers for children of working mothers.

New appointments to the committee include the following:

Kathryn Gill, 445 W. Wilson st.; Mrs. George Hamilton, Milwaukee; Mrs. Terry Roshaven, Hales Corners; Mrs. Stanley Kopac, Milwaukee; Mrs. Arthur Moody, La Crosse; Mrs. J. F. O'Connell, 505 Bordner dr.; Mrs. C. W. Chatterton, Eau Claire; Mrs. Gene Bertolli, Waukesha; Mrs. C. W. Schwiesow, Ripon;

The Rev. Karl Evers, West Allis; Richard R. Roth, 5410 Flad ave.; Virginia Huebner, Milwaukee; Carl K. Wettengel, 4130 Iroquois dr.; Mrs. Bernard Miller and Mrs. Roland Nehring, both of Milwaukee; A. Warren Cahill, Waukesha; John R. Hacklander, Janesville; Mrs. C. A. Ekstrom and Mrs. J. William Nigl, both of Milwaukee; Mrs. John C. Wickhem, Janesville; Mrs. Esther Doughty, Horicon; and Mrs. Carolyn Blanchard, Edgerton.

Reappointments include:

Dr. Nancy Knaak, River Falls; Mrs. Edith Finlayson, Milwaukee; Mrs. Donald Clusen, Green Bay; Robert H. Schacht, 1428 Vilas ave.; Mrs. Harvey Odenbrett, Milwaukee;

Cynthia Stokes, 1431 E. Johnson st.; Douglas N. Aier, 233 S. Segoe rd.; Geraldine L. Hinkel, 25 Lathrop st.; Mrs. Gene C. Harrison, Cedarburg; Dane County Judge Ervin Bruner; Mrs. Mildred Perry, Franklin; Mrs. M. J. Levin, Milwaukee; Mrs. Lester W. Brann, Racine; Mrs. Wilbur Halyard, Milwaukee; and Mabel McElligott, Marquette University, Milwaukee.

Status Group Debates Role

Governor's commission briefs new members, hears visitors

Madison, Wis.—When commissions change population, as is apt to happen as administrations change, work sometimes bogs down. Not so with the governor's status of women's commission, which met last week for its first working meeting. The five standing committees, each with several new members as well as key professional and state agency persons reappointed by Gov. Warren Knowles, had met twice since the last commission meeting, thrashed out program plans and were still in the thrashing process.

In the education committee meeting, a lively dialog ensued between activist and nonactivist groups.

Robert H. Schacht of the University of Wisconsin extension division, chairman, outlined proposals for television panel discussions on the changing role of women, bringing together persons representing many fields, including psychologists, sociologists, educators, guidance persons.

Agree and Disagree

John R. Hacklander, a Janesville mink farmer who is a new member, questioned the advisability of directing the commission to an active role. He read aloud the governor's charge, including the request that the commission avoid duplicating the work of other state groups, and suggested that the commission might more properly merely serve in an advisory capacity.

"I agree with that," said Mrs. Ada Allness, also a new member, professor of history at Wisconsin State university, La Crosse.

But Mrs. Allness disagreed with Hacklander later, when the mink farmer and school board member said that "this is not my ideal kind of woman," apparently referring to the woman who works and who seeks equal status with men in the working world. He said he had just finished reading a book by Phyllis McGinley.

"Oh, Phyllis McGinley," said Mrs. Allness. She said she had raised four daughters, three of them college graduates, had always held a job and had "enjoyed life to the hilt." She indicated that she hoped other women who wished to pursue a dual role would have the same opportunity, and that this was the philosophy the status of women's commission ought to spread.

Textbook Study Planned

Miss Janet Schulman, vice-president of the Associated Women Students of the University of Wisconsin, sat in on the education committee meeting.

Miss Schulman was asked whether any of her friends would be interested in researching textbooks, possibly for a thesis on the stereotype of the wife and mother. She agreed to inquire.

Richard Roth, guidance and counseling supervisor in the state department of public instruction, said there was little printed on the guidance and counseling of girls, and that the groups to reach, in his opinion, were the teachers of teachers, and the teachers of counselors.

"Until I began to attend these meetings," said Roth, "I had no idea that girls had any different problems than boys had."

He referred to the fact that the average girl today works 25 years of her life, a circumstance many girls of high school age do not envision.

He added that if a counselor sees an idea reinforced often enough, such as the idea, suggested by the women's bureau of the United States department of labor, that girls ought to be prepared to assume a dual role in society, that of mother and worker, the idea would break through male resistance.

Directions Considered

There was some question as to whether the commission should in regional meetings concentrate on one aspect of the equal status for women problem such as employment, tailor the meeting to the region or do straight across the board conferences such as have previously been held, touching on employment, home and family, education counseling, citizen participation and legal rights and protection.

Mrs. Burt Boyer, Beaver Dam, a visitor, answered the question in part when she described her experience with women's groups in her community.

"Women in my community have all these problems which we have been discussing but they are not aware of them. I think you will find, when you go out in the state, that you will have to backtrack and start from the beginning to acquaint women with the situations which exist in all these areas of concern," Mrs. Boyer said.

She added that she had been about to launch a local commission on the status of women in Beaver Dam with broad backing from political and women's groups but had not wished to cross wires with the state commission. She said she would be happy to work with the state commission on a regional conference in the Beaver Dam area.

Word From Other States

Miss Mary C. Manning, regional director of the women's bureau of the United States department of labor, brought news from other midwestern states.

Miss Manning said that Michigan and Minnesota had councils on the status of women. These are action groups with representatives from unions, women's clubs and church groups, which work on a voluntary basis to implement recommendations of the appointed commissions, she explained. Some such groups preceded the governors' commissions and others are an outgrowth of the commission.

In Minnesota, the council recently organized and sponsored a consumers' congress. In Michigan, the council includes representatives from 43 organizations.

"Throughout the midwest," she reported, "commissions are working in informational and advisory capacities and seem to have, in spite of reorganizations, renewed momentum."

MILWAUKEE JOURNAL—FEBRUARY 6, 1966

Wisconsin Women Make Action Report

Regional conferences at universities now planned for spring, fall

By Dorothy Witte Austin
Of The Journal Staff

Madison, Wis.—Interest in the progress of women toward ll partnership with men gathered momentum last week the governor's commission on the status of women tended support to related meetings in planning stages roughout the state. In a meeting at the Wisconsin cen-

enthusiasm quickened as nouncement after an- uncement showed the ex- nsion of the commission's fluence. Ripples of applause eeted news of regional con- rences on the rights and re- onsibilities of women sched- ed at state universities in ring and fall, the annual lucation forum to be co- nsored in June by the Uni- rsity of Wisconsin exten- on division and the Wis- nsin Federation of Women's lubs with the same theme, e Mar. 15 meeting co-spon- ored by the commission and e Milwaukee Council of ewish Women, the second an- ual "Women in Action" pro- ram planned by the Univer- ty of Wisconsin—Milwaukee r May 14, the "women in cience" conference in Madi- on Mar. 19.

Applause and laughter also reeted an announcement by rofessor Robert Schacht of e UW extension division hat one of the adult semi- ars this summer would be evoted to a related problem.

Encouraging Happenings

"The seminar will be called, What's Happening to the American Male?'" he said, chuckling.

Other developments were also on the upbeat side.

For the first time, commission members received stationery, printed with their names. It was delivered to the meeting and greeted with another appreciative round of app e.

The commission report, "Wisconsin Women," is being reprinted. The guidance and counseling division of the state department of public instruction will send copies to high school principals and guidance counselors in the state.

The commission operates without a budget, but Mrs. Kathryn F. Clarenbach, commission chairman and director of women's education for UW, negotiated a loan from the university with the prospect of selling 7,500 copies at 50 cents each. Her office has a backlog of several thousand requests.

Triple Purpose Plan

Mrs. Clarenbach announced the three purposes of the commission as worked out by the executive committee composed of five committee chairmen:

To share more widely the recommendations and objectives of the governor's commission on the status of women. Many commission members serve as speakers explaining the work of the status commission to interested groups.

To learn from people in local communities more about the problems women face in fulfilling the responsibilities of our times, and a deeper awareness of their reactions to the recommendations of the status commission.

To establish local or area-wide groups which can follow up activities and implement proposals, assemble resources available and problems to be solved.

Reporting for the education and counseling committee, Prof. Schacht said committee members were working with WHA-TV to outline a series of taped TV "specials," which would be available to state educational and commercial channels. The series would depict the problems, pressures and conflicts girls face at six stages, in elementary school, where they may see in text books certain stereotypes; in junior high school, where counseling they receive may be traditional and limited; in high school, where they may find conflicting pressures from teen age magazines, parents, teachers and peers; in college, where they face the conflict between graduate work and marriage; in early marriage, where the demands of motherhood and self-realization may seem to be in conflict, and in maturity, with its own set of pressures and demands.

Miss Mary Manning, Chicago regional chief of the women's bureau of the U. S. department of labor, reported on work in the midwest of other status commissions, and on concerns at the national level.

Miss Manning said Secretary of Labor Wirtz was concerned about the problem of domestic or household help, and that attempts were being made to work out a program for the upgrading of household employment, training of domestic workers and education of their employers.

"Minnesota has adopted a code, now widely used in Chicago and throughout the country, which gives the basic outline of the responsibilities of both the employe and the employer," she said.

She said many women resisted and resented going into household work because they felt it had a stigma, and was a "vestige of slavery."

Miss Katherine Gill of the Vocational and Adult schools said there were no domestic training programs now because nobody would enroll in them.

"They will enroll in the brides' courses, but that is all," she said.

Miss Cynthia Stokes of the state welfare department said that every county had hired persons to teach household work, and that half the counties had implemented homemaker services, but that such workers worked only with families on public assistance.

"Now, no fee charging is possible," she explained, "but with enabling legislation it would be possible to offer homemaker services across the community."

Several commission members attested to the difficulty of finding household help. One said she and four friends had devised a solution that worked for them. They hired one woman, full time, between them. The woman received $1.50 an hour for a 40 hour week, transportation, a Christmas bonus, a week's paid vacation, accident insurance and social security benefits. The employee was satisfied with her job because it offered more variety than factory work.

Miss Stokes said there had never been a more exciting

time in welfare work, that there was a feeling abroad that all social needs could now be met, through federal funding, and that enabling legislation would be introduced when the legislature reconvenes.

Work Laws Study

Miss Manning said conferences co-sponsored by the unions and the Women's Bureau of the United States department of labor were in planning stages, and that the conference would deal with equality in employment for women. Also in the planning was a subsequent conference sponsored by the women's bureau and management leaders.

"The unions are now working on 14-B of the Taft Hartley bill, which permits states to have right to work laws and which precludes collective bargaining agreements over closed shops. When they have that resolved, we'll go ahead with conference plans," she said.

Commenting on the work of other status commissions, Miss Manning said that the Minnesota commission was co-sponsoring a conference, "Women on the Move," with the Minnesota Council of Jewish Women on March 28 in Minneapolis, much like that planned by the Wisconsin commission and the Milwaukee Council of Jewish Women.

"Mundelein college will be a host at a widely representative conference on the status of women on April 28 and 29, which will lay down guidelines for later regional conferences," she said.

The regional bureau chief said that the Iowa commission was sponsoring a consumers' congress at Council Bluffs this spring.

"One commission member in Iowa concluded that the lot of the working woman in Iowa was more difficult than that of the Negro," she reported.

In Michigan there is a move to have the commission established permanently by the state legislature, to give it greater force, and do away with the necessity of starting over every two

Parleys Set on Women's Rights, Role

Journal Staff Correspondence

Madison, Wis.—Regional conferences on the rights and responsibilities of women will be held at each of the nine state universities. The governor's commission on the status of women announced the plan Wednesday at a meeting in the Wisconsin Center.

Mrs. Kathryn F. Clarenbach, commission chairman and director of women's education at the University of Wisconsin, said letters on the conferences sent to the presidents of the universities had brought prompt, enthusiastic and affirmative responses. She said dates set so far were May 7 at Eau Claire, Sept. 24 at La Crosse and Oct. 22 at Platteville.

The commission also moved to:

Co-sponsor with the Milwaukee Council of Jewish Women a Mar. 15 meeting in Milwaukee with the theme "Women on the Move."

Attend at Gov. Knowles' invitation an equal employment opportunity meeting in Milwaukee Feb. 11 and give attention to two workshops, one on "The Question of Sex" and the other on federal and state legislation relating to women.

Attend and support a meeting in Madison Mar. 19 on "Women in Science" co-sponsored by Mrs. Clarenbach's office and a women's science fraternity, Sigma Delta Epsilon.

OSHKOSH DAILY NORTHWESTERN—MARCH 4, 1966

U' Sets Conference On Women's Status

"Twentieth Century Women — Clarifying Our oals" is the title of a Regional Conference to be eld Wednesday, June 15, on the Wisconsin State niversity-Oshkosh campus, co-sponsored by the Uni-ersity and the Governor's Commission on the Status Women.

Initial planning for the day-long event — open to l men and women in the east-central area of Wis-onsin — was begun in a Thursday meeting in the niversity's Reeve Memorial Union.

Conducting the session as Mrs. Ruth Nelson, 'SU-O associate dean of udents, who presented e day's special guest, r. Kathryn Clarenbach, adison, chairman of the overnor's Commission id a staff member at the niversity of Wisconsin.

Dr. Clarenbach explained that e Wisconsin Commission on e Status of Women was estab-hed in May, 1964 — as the h such state commission — to idy new opportunities offered men as a result of the in-eased awareness of their fre-ently unused potential and of men's needs, accompanied by pectations of greater ac-mplishment and contribution.

TWO CONFERENCES

Two state-wide conferences on The Changing Status of Wom-" were held in Madison in 64 and 1965. However, it was ggested by the Commission at this year such conferences held at a regional level, en-ling a greater number to at-nd.

As a result, one will be held at each of the nine university sites throughout the state.

It was decided in Thursday's session that the June meeting would feature a keynote speak-er and discussion groups which will study the five major divisions of the Commission's or-ganization — family and com-munity life, education and coun-seling, employment, citizen par-ticipation and legal rights and protection.

Named as conference chair-men and a committee to secure speakers and discussion leaders are Mrs. Nelson, Dr. Harold Crouse, director of extend-ed services at WSU-O and Mrs. Charles Goff, Oshkosh.

Clarification of the con-ference's purposes and talk as to the type of program best fitted for this area com-prised the major conversation of the group who will re-convene on April 19 at the University. Morn-ing and afternoon sessions were interupted by luncheon in the Wisconsin Room.

SUBJECTS INVOLVED

It was noted by the group that the second state-wide conference on "The Changing Status of Women" involved such subjects as the type of education and counseling necessary to pre-pare girls for multiple rules they must assume today; family liv-ing in regards to counseling which will strengthen and enrich it; minimum wage and protec-tive legislation; civic and volun-teer activities; women in public office and legal rights.

Attending Thursday's meeting were Mrs. Freda Beberfall, Osh-kosh High; Dr. Jacklin Bolton, WSU-O; Mrs. Goff, Mrs. Simon Howitz, Oshkosh; Dr. Roberta Nelson, WSU-O; William Sirek of Oshkosh Technical Insti-tute, A. E. Nelson of the Wiscon-sin Employment Service Osh-kosh; Mrs. Norman Brazeau, employment relations, Neenah; Carl Bruno, Community service consultant, Green Bay; Rus-sell Duket, Public Welfare Department, Fond du Lac; Mrs. Thomas Hickey and Mrs. Fran Inges, Beaver Dam; Mrs. H. J. LeDain, Fox Valley Center, Me-nasha; Miss Bernice Scott, She-boygan High and Mrs. Hugh Hinderaker, assistant women's editor, Oshkosh Daily North-western.



CONFERENCE PLANS BEGUN

In an initial meeting held Thursday, groundwork was laid for a June 15 regional confer-ence on the Status of Today's Women. It will be held at Wisconsin State University-Oshkosh. Participating in yesterday's meeting were, left, seated Dr. Harold Crouse, WSU-O director of extended services and Dr. Kathryn Clarenbach, Madison, head of the Governor's Commission on the Status of Women and standing, Mrs. Frances Ingres, Beaver Dam; Mrs. Ruth Nelson, WSU-O Associate Dean of Students and Mrs. Norma Brazeau, Neenah, supervisor of employment relations for women, Kimberly-Clark.

Initial City Commission Set on Status of Women

Beaver Dam, Wis. — Wisconsin's first city commission on the status of women will be announced here by Mayor Clarence Arndt at a common council meeting Monday night. Mayor Arndt said he had appointed commission members to key posts and had received acceptances. The six women and seven men represent a cross section of the community and a variety of interest groups.

Mayor Arndt said he would announce the appointment of Mrs. Burt Boyer, an interior decorator, as temporary chairman and liaison with the governor's status commission; Dr. William Richards, a pathologist, as co-chairman; Mrs. Francis Ingres, a member of the Catholic council of women and a Democrat who was candidate in the last election for the office of state representative, as secretary.

Home, Education, Jobs

Mrs. Ray Patterson, wife of the headmaster of Wayland academy and a member of the American Association of University women, will be chairman of the committee on home, family and community life; the Rev. Earl Short, a Presbyterian clergyman, co-chairman.

Art Cothran, director of the Beaver Dam Vocational and Adult school, will be chairman of the education and counseling committee, and David Soderberg, a guidance counselor at Beaver Dam, will be co-chairman.

Mrs. William Hoefs, jr., president of the women's division of the chamber of commerce, will be chairman of the committee on professional and nonprofessional employment, and Michael W. Maier, a manufacturing executive, will be co-chairman.

Mrs. Gaile Parent, president elect of the local chapter of the League of Women Voters, and a member of the planning committee for the coming regional conference on the status of women in Oshkosh, and Con Katzenmeyer, executive secretary of the chamber of commerce, will head the committee on legal rights and protections.

Mayor to Attend

Miss Mary Jane Healy, a lawyer, and William Metcalf, an employment service counselor, will head the committee on legal rights and protections.

Mayor Arndt said he would attend the first meeting of the commission in the council chambers on Monday night, Mar. 28. Mrs. Kathryn Clarenbach, chairman of the governor's commission on the status of women, will be the speaker.

CAPITAL TIMES—APRIL 20, 1966

Status of Women Conference At Stevens Point Saturday

KEYNOTE speakers at the "Status of Women" conference at Wisconsin State University at Stevens Point Saturday will include Dr. Kathryn Clarenbach, director of university education for women at the University of Wisconsin in Madison; Dr. Vera Schletzer, director of counseling at the University of Minnesota; and Dr. Arthur Macht, Marshfield clinic psychiatrist.

The all-day program, which is open to all women in the central Wisconsin area, is co-sponsored by the Governor's Commission on Status of Women and the University. The theme is "Paths to Fulfullment."

Speakers and individual discussions groups will consider woman's role in changing society, and the problems women face in fulfilling responsibilities of the times. Opportunities for individual education and self-improvement will also be reviewed.

Coffee hour and registration will ... from 9 to 9:30 a.m. in the Gridiron Room at University Center. Dr Kurt Schmeller, WSU assistant to the president, is conference co-chairman. He will accept advance reservations, including the luncheon. However, advance registration is not necessary and women may attend all or one part of the conference.

* * *

Dr. James Albertson, WSU president, will welcome the participants and Mrs. Robert R. Williams, a member of the Board of Regents of State Colleges and co-chairman of the conference, will introduce the speakers.

Dr. Schletzer, who has served as a member of the Minnesota Governor's Commission on Status of Women, will speak on "Paths of Fulfillment." Dr. Macht, the luncheon speaker, will duscuss "How a Man Influences a Woman's Approach to Choices and Opportunities in Life," and Dr. Clarenbach will moderate a panel discussion, "A Woman's Definition of ...

* * *

PARTICIPANTS IN THE panel discussion will be Dr. Lee A. Burress, chairman of the English department at WSU: Mrs. Helen Corneli, Plainfield, chairman of the education sub-committee, Waushara County Committee for Economic Opportunity; the Rev. Thomas Finucan, principal of Assumption High School in Wisconsin Rapids; and Helen Godfrey, associate dean of students at WSU.

Discussion groups will consider various aspects of the modern woman's home and career. Groups and their leaders will include "The Woman in Business," Mrs. Lyle Schoenherr, WAOW-TV; "The Woman in Volunteer Services," Mrs. W. J. Freund, Wausau; "The Women in Education," Sister M. Marguerite, St. Joseph's Hospital, Marshfield; "The Woman in the Home," Mrs. William Huffman, Wisconsin Rapids; and "The Woman in Politics," Mrs. Hugo Marple, Stevens Point.

MILWAUKEE JOURNAL—APRIL 22, 1966

Women Raise Voices for Equal Rights

By DOROTHY WITTE AUSTIN
Of The Journal Staff

Madison, Wis.—Calling clubwomen "a bunch of Aunty Toms," Miss Catherine Conroy took women in general to task when she addressed the governor's commission on the status of women at a recent Wisconsin center meeting.

She is a Milwaukee Communications Workers' union representative.

"When they get a good job and make fairly good money and have some responsibility, they are content. They know some other woman who is getting paid less, and they measure that way."

She said she was cynical about women and added that it was part of her role to complain. She conceded she enjoyed the role.

"We want pie in the sky, and we raise the devil until we get it," she said.

She spoke of the plight of nurses.

"Now here's a group that has the world by the throat, the shortage is so bad."



Miss Conroy

Women's Clubs Silent

Miss Conroy said 1965 bureau of labor statistics showed that the average nurse makes $87 a week.

"Our telephone operators do better than that after a few years, and they get fringe benefits, pension and vacation besides."

Miss Conroy said that the nurses were in a position to bargain with an employer, instead of swallowing "some kind of stuff about dedication rrom the very people who are earning more money than any other profession in the world."

She said nurses were in this "terrible position" because they were satisfied to earn $25 a month more than some other persons in the hospital. She added she also had studied nurses' associations and discovered they were spending their energies fighting each other about the two year nurse, the three year and four year nurse, and what kinds of uniforms they should wear.

Dedication or Money

Miss Conroy said she had attended an employment conference in Washington where officials trying to administer Title VII had said most of the major women's clubs had been silent on women's rights issue. Negro groups had been articulate, fighting all the way, for what they wanted.

The labor leader pointed out that the minimum wage law for women, $1.10 an hour, meant $2,288 a year, far below the $3,000 federally established poverty level. The federal minimum wage law, $1.25 an hour, does not apply to everybne, and nets $50 a week or $2,600, also below the poverty level, she said.

Comparing salaries, she said that laborers average $102 a week; truck drivers, $116 a week; mechanics, $115.20 a week; maintenance electricians, $120.89 a week; accounting clerks, $125.50 a week; draftsmen, $107.50 a week; typists, $63 a week; stenographers, $72.50 a week; secretaries, $93.50 to $104 a week.

Miss Conroy said she had heard that Title VII, which prohibits discrimination in employment because of sex, was added as a joke; others had heard it was added to delay and perhaps sabotage the civil rights act completely.

"Now it has backfired, and it looks like we'll either have to get rid of Title VII or get rid of protective laws, and everyone is so frightened nobody wants to talk about it. Everybody hopes that if they keep silent it will go away," she said.

She said Delaware resolved the problem by wiping protective legislation off its books.

Protect All Workers

In her view, the solution was to extend men's working standards, to protect all workers against hazardous conditions.

"I think it's time we women did something about this. Men can't help themselves, apparently. Women have always taken care of men, but that care hasn't been good enough. They don't last as long as we do."

She said she had been acquiring a certain distaste for women's clubs. They have been strangely silent on the equal rights issue, and that if women who had problems of discrimination were not willing to fight for solutions, perhaps they were getting what they deserved, she felt.

She compared this attitude with the course of the rights struggle for Negroes.

"After Lincoln freed the slaves, nothing happened, until suddenly people had had enough, and began to demonstrate," she recalled.

"Women do not want to be too radical, but I am not sure what is too radical. I am not sure it is bad to sit on somebody's doorstep. People don't see you unless you get in their way."

Miss Conroy said that women would have to start complaining in a loud, clear way in order to have the world understand.

What's Job Worth

"If a job is worth $300 a week, it should be paid at that rate, no matter who has it," she said.

But when she put this up to women squarely, they were apt to reply, in mincing little voices, "Well, I don't know, I think probably it should be this way, men should make more money."

She called that the most "irresponsible" statement in the world.

"It means that the children of a woman who is the head of a household don't deserve the same standard of living that the children of a man do."

She urged women to take

Turn to page 7

a stand for equal pay, urged women's clubs to take the , and urged the governor's commission to make a statement.

The commission adopted a recommendation, to be sent to state legislators, that women's labor standards be extended to all workers.

47 State Commissions

Miss Mary Manning, regional director of the women's bureau of the United States department of labor, reported on the progress of other governor's commissions in other states.

Ohio finally had a commission, she said. The governor had resisted, but women's clubs had planned a statewide conference and elected their own commission. On the eve of the conference, the governor suddenly appointed a commission. Some memberships overlap.

"Now there are three groups at work," she said. They are the governor's commission, the citizens committee and a legislative reference committee studying the need for a commission."

She reported that Alaska 10 days ago received a governor's commission on the status of women, and the Virgin Islands has a legislative commission on the status of women.

"Today status commissions are active in 47 states and the Virgin Islands," Miss Manning said, "and it is likely that Texas and Connecticut will be coming in soon. In Michigan there is a bill pending establishing a status commission by law."

In her own state of Illinois a state-wide conference was planned for Apr. 28 to 29, to be followed by regional meetings.

Cut Off Jobs

In regard to the conflict between federal equal rights legislation and Wisconsin's protective legislation regulating women's minimum wages and hours, Miss Manning recommended that the status commission examine the state's labor laws and decide which should be retained, which should be amended, which should be updated or thrown out, and which should be extended to all workers.



—Journal Photo

Miss Mary Manning

"Delaware's method is not a good solution," she said. (Delaware recently threw out all protective labor legislation, in response to pressure from women's professional groups.)

Miss Manning said she had had in three days last week 15 telephone calls from women who had been summarily fired from their jobs, mostly office jobs, by companies which figured they would get along without women employes rather than submit to investigations of discrimination.

"These women thought there had to be a law to protect them, but there is no federal or state legislation on this," she said. "This is an area the governor's commissions should be studying. If this develops into a national trend, to dismiss women, we will have a serious situation on our hands. And if we do not achieve equality for women, and the best of opportunities and training for all our citizens, we are in serious trouble as a country," she concluded.

MILWAUKEE JOURNAL-APRIL 25, 1966

Tell Men Status, Says Psychiatrist

Fulfillment is up to individual, choices many, persuasion helps

By DOROTHY WITTE AUSTIN
Of The Journal Staff

Stevens Point, Wis.—"What we really need is a conference like this for men!" One participant summed up the first regional conference on the status of women at Wisconsin State university here. It was an exciting day, in which local talent glittered as brightly as that which was imported. In fact, if visitors and speakers from bigger cities came here to carry the gospel of women's rights, they found that gospel had preceded them.

More than 220 women from central Wisconsin attended, and for the first time in a veteran conferencegoer's memory, no one raised a timid hand to ask, "But, after all, shouldn't a woman really be at home?" They knew that answer. But they wound up, as is the case with most such conferences, talking with each other, when the group with which they wished to communicate, was men. There were a few exceptions. The men who were there, who took part, were already on their side.

Dr. Arthur Macht, a Marshfield (Wis.) clinical psychiatrist, began by saying that this is still a man's world, and the status of women must be pointed out to men in order that it be recognized and accepted."

His subject, what influence a man has on the choices a woman makes, was resolved in his last sentence.

"The nucleus of the choice of the pathway to fulfillment) is in the woman herself. Only its growth is influenced by the man. And if he can accept her choice, give her room to expand and the encouragement of his love to feed on, she will find her identity and she will still be lovable."

Facts for Men

He also said a man must accept the following facts:

A woman is an individual.

We are living in an era of change and that although some women do find fulfillment in the classic role, others do not. His wife may be one who does not.

The more complete her life, the happier she will be, and this will reflect itself in the happiness of the home and marriage.

Marriage implies acceptance of responsibility for home and children, and this can be handled only by good communication between husband and wife.

Mrs. Vera M. Schletzer, director of counseling for the general extension division of the University of Minnesota, Minneapolis, said in her keynote speech that women, who are people oriented, must carry much future responsibility for improving the human relationships in the family, community and world.

She pointed out that much of what is written about women is nonsense, because women differ in many traits and many dimensions.

"A way of life that makes sense for one does not make sense for another," she said. The world is willing to accept individual differences in the male of the species, but less so in the female, she added.

Hurdle Guilt Barrier

Mrs. Schletzer said it was because women differed from each other in intellectual ability interests, personalities, ages, health, stamina and responsibilities, because they faced so many possible choices, they tended to feel uneasy about whichever choice they made.

"The housewife feels guilty because she enjoys home, the volunteer feels her work is meaningless, the career woman feels maligned for neglecting her home and children.

In fact, the educator added, many women perceive criticism or prejudice which does not exist in fact.

Mrs. Schletzer suggested that for up to date research on employed mothers the women and their husbands might read "The Employed Mother in America," by F. Ivan Nye and Louis Hoffman. Contrary to earlier studies, which were made without adequate controls, she said, recent research indicates that children of working mothers are not different, in any significant way, from the children of mothers who stay at home.

She said similar evidence could be cited to show that husband wife relationships do not suffer, and in fact may be strengthened, as women take on interests outside the home. She concluded by saying that old social attitudes about women in relationship to their families, or about their abilities to deal with new dimensions, are not based on objective facts and must be cleared away so that women can find new paths to individual fulfillment.



Dr. Arthur Macht
Mrs. Vera Schletzer

The theme of the conference was "Pathways to Fulfillment." The pathways suggested, and the titles of workshops, were careers, volunteer services, education, politics and home and family.

Husbands Do Learn

In the career section, a woman remarked that most writing on the subject of careers for married women began with the promise that if the husband objected, the wife might as well forget about it, because it wouldn't work. This suggestion brought vigorous response.

"My husband objected at first," said one woman from Wausau. "But after he saw what a difference it made in our lives, how much better we could live on two incomes, he stopped objecting. We've been able to travel every state in the union."

Another woman said her husband noticed the improvement in her dinner table conversation since she went back to work. It made her wonder what she must have talked about before.

A young woman who was a junior at the university asked how she could convince her husband it was necessary for her to work, that she needed the intellectual stimulation. He and his mother were convinced she ought to stay at home.

"It seems to me that it takes time, it always takes time to convince a husband," an older woman replied. "But finally, if you really want something, you can always achieve it. If he loves you he wants you to be happy in your way. If you are satisfied with your life, he will be happier too."

Discuss 'Woman's Definition of Self'

by DOROTHY WITTE AUSTIN
Of The Journal Staff

Stevens Point, Wis.—Four speakers at the recent regional conference "Pathways to Fulfillment," at Wisconsin state university, addressed themselves to the question of a "Woman's Definition of Self."

They included an English professor, a Catholic priest, an instructor and community leader, and an associate dean of students at the university. Mrs. Kathryn F. Clarenbach, director of women's education for the University of Wisconsin, Madison, was the moderator.

Most took the position that the problem of women's rights, or women's status, was not a woman's problem alone, but a human problem and a social problem. Here, in substance, were their views:

Lee A. Burress, chairman of the department of English at Wisconsin State university here, said that laws had given women the right to vote, and some protection against discrimination. But women still found it difficult to achieve a satisfactory sense of selfhood. Laws were not enough.

Spirit of Freedom

"There are many barriers to freedom in the self. You can't prove to a person he is free. All you can do is challenge him to act like a freed being," Burress said.

"If a woman can't see it, she can't enter the era of freedom. This is in itself a barrier to freedom. You can remove the legal barriers but if a woman believes the walls are there, she won't attempt to enter the new era.

"But there are real walls that do remain, invisible but actual walls. Women do not get equal treatment, either in high school or in college. They do not get equal treatment in the hospital. These are some real barriers in the world and they complicate the effort.

It was why, he said, modern women found life difficult, as we see in Mary McCarthy's novel, "The Group," and in Simone de Beauvoir's work, "Success."

He quoted J. B. Priestley's description of American society as one dedicated to material progress, committed to force, with an emphasis on economics rather than on personal relationships.

"It is the quality of life that is important," he said. He added that women of strength and personality had always influenced history. We need the social forms, he said, but should not confuse social forms with self-satisfaction.

On Knowing Ourselves

"Self-satisfaction begins and ends in self-knowledge," he maintained.

Mrs. Helen Corneli, an instructor in English, and chairman of the education subcommittee of Waushara county committee for economic opportunity, said of the struggle for fulfillment, "I don't think it's a woman's problem, I think it's a human problem. Men face it, too." But women have special problems, she said.

Mrs. Corneli speculated that if a woman fulfills herself in the traditional way, in service, giving love, being unselfish, what can she expect? Generally, she can expect to be "terribly underpaid." She said a friend of hers who was a teacher in the lower grades had recently quit because she was tired of parents considering her as a baby sitter. She was patronized and undervalued.

Gray ladies were also undervalued. So were housewives, she thought.

Mrs. Corneli said the names we gave to things and the money we pay were very revealing. On the other hand, the woman who did find fulfillment outside the home was either that object of social interest called the working mother, or the most undervalued part of our society, the spinster.

Finding Social Roles

"There is no more concrete evidence of the lack of respect we pay to motherhood in our society than the way we treat our young mothers. We put them into this situation of producing and fostering future generations with practically no practical education and experience and then the mother and baby are supposed to sit and smile at each other while the rest of society ignores them.

"We simply don't think about our mothers. We forsake them to these years of her life and then criticize her because she hasn't done a good enough job for her children.

Mrs. Corneli said there were factors in our society which made it difficult for women to find their roles.

"We impose high standards on women." She spoke of one woman, a writer of short stories, who thought she was a failure as a housekeeper.

"Well, who cares?" she asked challengingly. "It is more important to be a writer of talent than it is to have the cleanest of floors."

Mrs. Corneli also criticized a society which seemed to make a fetish of adjustment.

"We turn out well adjusted children. I am for a little healthy maladjustment."

Christian Revolution

Father Thomas Finucan, principal of Assumption high school, Wisconsin Rapids, said the scriptures could be quoted on both sides of the women's rights question. He said some popular notions, such as the one that Eve was guiltier than Adam, were based on misconceptions.

"Actually, Christianity treated women with revolutionary equality. The disciples were not all men," he said.

Father Finucan said the Christian view of sex was that it was created by God for procreation and generally for expression of love and creation of unity from diversity.

"The only specific sex role is geared to the bearing of children. Anything beyond that, that implies a secondary position on the basis of sex, or a psychological difference of some kind, is not based on fact but on folklore. Any relegation of women to inferior status is bad theology based on false assumptions," he said.

"Roles in society vary according to individual gifts, and gifts do not come with sex labels. There are no psychological differences which stand up under any reasonable study," he continued.

"Christian freedom should also be freedom from culturally imposed barriers. When every individual seeks fulfillment freely, no individual talent will be sacrificed. The whole human community will benefit when individuals are free to grow," he concluded.

Miss Helen Godfrey, associate dean of women students at the university, said one role of the counselor at the university was to help the young woman student see herself, find her way to live her life relevant to the world around her.

She said girls at college suddenly became aware of their human separateness from others, felt alone and were afraid to express this sensation of aloneness, and became acutely aware of the need to develop a definition of self.

The biggest task in growing up, she said, was learning to live with existing pressures, and this is also a task of education, in showing young people how to live this way.

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Various views on the question, "what is a woman's definition of self?" were offered at the recent regional conference on the status of women at Wisconsin state university, Stevens Point. Speakers included Lee A. Burress, left, chairman of the English department; Miss Helen Godfrey, associate dean of students; Mrs. Kathryn Clarenbach, director of women's education at the University of Wisconsin; Mrs. Helen Corneli, English instructor, and Father Finucan, principal of Assumption high school, Wisconsin Rapids.

What Men Expect of Women Today

Regional meeting includes men, dialog between educators

This is the first of a two part report on a university ponsored conference on "Men and Women in 1966." Here s a man's view. In the second part, to be published Tuesday, Mrs. Clarenbach will present the women's view.

By DOROTHY WITTE AUSTIN
Of The Journal Staff

Eau Claire, Wis.—Another chapter in the eternal dialog between the sexes was written Saturday at a conference on "Men and Women in 1966" sponsored by Wisconsin State university here and Stout State university, Menomonie. An enterprising planning committee beat the bushes for resource persons and succeeded in gathering many more than the usual handful of professional men who attend such conferences. About 0 of the 160 participants were men. The theme which drew them was the expectations each sex has of the other.

Like the first regional meeting on the status of women in Stevens Point two weeks earlier, the regional meeting had zest and sparkle; it treated issues more specifically than state-wide meetings have done. It was the second of nine such meetings sponsored by state universities.

For the first time in any such meeting, the spokesmen for the sexes confronted each other with statements of what each sex expects and hopes for from the other.

The spokesmen were educators and old friends. Robert Schacht, director of the extension division for the University of Wisconsin, spoke for men. Mrs. Kathryn . Clarenbach, director of women's education for UW, spoke for women. Necessarily, their statements were incomplete. Schacht said he could give only one man's view. Mrs. Clarenbach said he spoke the views of the status commission.

Holds for Tradition

Schacht uttered rather traditional masculine opinions, but in an enlightened way. He was so urbane, gentlemanly and polished, in fact, that the most feministic of listeners ou' ot but applaud and almos. orgive, even as they disagreed.

Schacht said that men in his culture expected women to bear children, nourish and nurture them and to be more feminine than masculine, in the sense that the terms are understood in our society.

Even as he recognized the dangers of generalizing, he said women were expected to be more gentle than physically strong, more sensitive than blunt, more intuitive than logical, more subjective than objective and more variable than consistent. The audience laughed at the latter reference.

He said he did not think we could deviate significantly from traditional roles and patterns, in which the man is largely responsible for bread winning and the woman is largely responsibly for homemaking, the biological and widely accepted roles.

He emphasized he could speak only for one cultural group, his own.

Schacht said he thought it quite reasonable for a career man to expect an educated woman who was not employed to lend her education and skills to the extension of culture, through agencies which depend on the volunteer, to supplement the work of paid professional persons.

In the realm of politics, Schacht said he had no doubt that most advances in our society through legislation were the result of action by women who have been concerned that the kind of society men were making was not in the best interests of the larger society and future generations.

Defines Expected Difference

"Because of their basic sympathetic nature, women can temper the masculine nature of our competitive society and make it better to live in. Men would never take this initiative and therefore it is reasonable to expect women to do so," Schacht said.

On the subject of women working outside the home Schacht said that he had had women working for him for 20 years, and that he expected them to raise the tone of the office or factory.

He was always disappointed when a woman adjusted downward to a man's manner of speech and action. He thought women ought to be treated, paid and employed equally, ought to perform equally well, but that they ought not to act and talk identically as men do.

Schacht said he expected that married women who worked for him, who had husbands and children dependent on them, would put their families first in times of emergency, just as he would expect his wife to put him first in some such time.

"But because of this, I consider she does not give her work the same complete devotion a man can give. And I do not expect any other than a career woman to be paid and promoted equally to a career man," the spokesman said.

He added that where a career is not involved, he thought a case could be made for equal pay and equal work and working conditions.

Need Women Workers

At this stage of the economy, he thought it did seem necessary for women to work at all levels of employment. However, in time, he thought, things would become so automated that there might not be jobs enough for everyone, and we would have to go into a time of reappraisal. At the moment, society needed the work of married women and needed it badly, he thought.

Schacht made a distinction between jobs and careers.

He said there was no doubt that clever and efficient women could manage both marriage and job.

"All it takes is vitality, brains, luck, health, ambition, a willing heart and an understanding husband," he said.

A job, he added, could be laid down and picked up again, but a career is a whole way of life, and a career needs a whole person, a whole man or woman. And even for a man the going is not easy.

"Even he has to be ruthless and a monster at home."

Career, Home, Husband

For a woman, he emphasized, the road is wilder.

"The woman who takes a career . . . the career must come first and she must be able and willing to sacrifice friends and family if the occasion arises," he said.

He added that a good mother is unable to put anything ahead of the welfare of the child, and that the really creative women have been childless or unmarried.

The administrator then outlined what a husband in our culture might reasonably expect of a wife.

She ought to be principally but not exclusively responsible for keeping and maintaining the house, purchasing and paying bills after the basic decisions have been made.

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She ought to be principally but not exclusively responsible for rearing the children, and she ought to be a model of femininity, so the daughters will have an example to counterbalance other examples of femininity, provided by the mass media.

If unemployed, she ought to assume a reasonable share of volunteer roles, in cultural, religious or political areas.

She ought to serve the family as the social director, keep track of social engagements, doctor's and dentist's appointments and children's activities.

She ought to be an "enthusiastic and responsive" companion to her husband, entering into the sexual relationship with pleasure rather than reluctant tolerance.

She ought to prepare for the 80% chance she will outlive her husband by developing and maintaining some type of skill or meaningful activity.

"The wife might be reasonably expected to go to work in times of emergency or to take higher training if she needs that kind of fulfillment, and she and her husband have thought it through, and I think her husband should support her in this mutual decision in this way," the educator said..

"I don't believe, however that a fully employed husband should expect his wife to work outside the home. She should not feel she is failing if she is content to be a wife and mother," he added.

Tuesday: Mrs. Kathryn Clarenbach speaks for women and the governor's commission on the status of women, on "What women expect from men."



Robert Schacht

What's Women's Aim Now?

Understanding and full partnership with men to build better society

This is the second of a two part report on the role of women in today's society. The first covered the male point of view; the following expresses a woman's need to be an individual contributing her share to the community.

By DOROTHY WITTE AUSTIN
Of The Journal Staff

Eau Claire, Wis. — In the first keynote speech of the conference on "Men and Women in 1966" at Wisconsin state university here, the implication was clear that what men want from women is enough flexibility to adapt to the man's life and choices, plus a combination of skills as companion, social secretary, housekeeper and mother.

In contrast, Mrs. Kathryn Clarenbach in the second keynote speech, what women hope for from men, asked two things, understanding, and full partnership in society. The speaker for men said he spoke only for himself and his cultural group. Mrs. Clarenbach said she spoke for herself and expressed view of status of women's commissions in her own state and 47 others.

The director of women's education at UW, and the chairman of the governor's commission on the status of women, Mrs. Clarenbach said the dialog was not intended to be a debate, nor had she said the previous speaker, Robert Schacht of the university extension division, commented notes.

We're Human Beings

The status of women's commissions, she said, operated on certain premises:

All persons are first of all human beings, and then men or women. As human beings they are endowed with certain rights and obligations. opportunities to develop interests and capabilities being equally to men and women. Just as race, color and creed do not limit rights to reach fulfillment, neither does one's sex.

"One can not write off social responsibility on the basis of sex," she said. She added that she had a theory of her own, that many women hide behind femininity in order to avoid and escape responsibility.

In talking about a more perfect democratic system based on Judeo-Christian teaching, we assume freedom and equality for all, she said. To the extent that we make exceptions (freedom, except for women, freedom, except for married women, freedom except for women with children) we have a society which falls short of its goals.

Mrs. Clarenbach, a career woman and the mother of three children, said that those who called the conference, as well as those who comprised all status commissions, were not seeking merely to improve the lot of women, but to build a better society.

"What we're actually talking about here is our expectations of life," she said.

Remove Disadvantages

Mrs. Clarenbach said it was recognized that there were barriers and disadvantages to participation of women in society's responsibility and that it was important to work to narrow the gap. But the more fundamental objective was to help improve the life of all citizens.

"We have no intention of shifting the disadvantage from one segment of society to another, but the goal is to remove disadvantages wherever they exist. Where we believe men are disadvantaged we are responding with equal enthusiasm," she said, referring to the state minimum wage law which applies only to women and minors, and which the commission believes should be extended to men.

In some instances, however, she continued, attitudes ought to be nudged into the twentieth century.

Here is what women today want from men, in the status commission leader's view:

Women want men to understand that women seek full partnership in the decisions of the life of our times. Women do not want to imitate men, but wish to be admitted to partnership with all credentials as women and as equals, and not in a secondary capacity.

Women want men to understand that there are socially imposed barriers standing in the way of that admission to full partnership. This is not a battle of the sexes. These cultural conditions under which we operate are made by all of us and our forebears.

"One of the most difficult things is for the middle class American with the benefit of education to accept and understand that women of his own class are disadvantaged.

"I can't tell you how many men have looked at their wives and said, what do you mean, 'disadvantaged.' "

She explained that being disadvantaged, to these women, meant being outside the mainstream of the larger decisions.

"Whether they stand outside or are pushed outside by race, color, economic level, lack of educational opportunity or by sex, does not matter. To the extent that they are not participating in the significant events and decisions of their time, they are disadvantaged, she said.

Women Not Free

Mrs. Clarenbach said that only as men and women work together will social barriers disappear, but the larger responsibility for the removal of such barriers belongs to women.

"The old division of labor, women in the home, men out of the home, does not conform to the facts of life nor does it begin to permit the development of capabilities of individual women, she said.

Women want men to understand and realize that as things stand now, women do not have equal freedom.

She said there should be a wide range of choice for women as for men and the true objective of a democratic society was not to establish one pattern or two alternate patterns, or to say, this is right for all women.

"Now the pattern which seems to be socially acceptable is to think in terms of both marriage and a career and to have them serially. This is probably a pattern which suits some women but it is antidemocratic to prescribe one pattern and say, this is for all people.

She envisioned a social order in which it would be possible to combine marriage and career if one chooses, and not to marry if one chooses, to bear children or not to bear children if one chooses.

Femininity Continues

Mrs. Clarenbach said that women believe they can do things, can achieve in significant areas, without forfeiting desirable feminine goals.

"Women can still be gentle, devoted, understanding wives and mothers, imaginative homemakers, kind, considerate and thoughtful, and at the same time be intelligent, effective citizens and professional persons," she said.

She added that femininity should not be equated with dependency, and that masculinity should not be equated with authoritarianism.

"The mature man and woman do not have nor encourage relationships of dependency," she said. "Interdependence, yes; dependency, no."

Mrs. Clarenbach maintained that a good and proper wife need not be a handmaiden to her husband and children.

"Men who feel threatened by a feminine invasion ought to be pitied. They ought to be taught and convinced that their maleness is not being jeopardized," she declared.

The question, could a man endure having his wife earn more money, Mrs. Clarenbach described as an immature question.



The Oregonian
HOSTESS HOUSE

PORTLAND, OREGON, SATURDAY, APRIL 30, 1966

Women Seen Lagging In Democratic Living

By LYNN LANAGAN
Women's News Editor, The Oregonian

Women still are a long way from "full partnership in our democratic enterprise" and the blame for this lack of status rests with the women themselves.

This is the conclusion of Dr. Kathryn F. Clarenbach, University of Wisconsin director, education of women, and chairman of Wisconsin's Governor's Commission on the Status of Women.

Dr. Clarenbach arrived in Portland late Friday to deliver the keynote address at a study seminar on higher education of adult women in Oregon, to be held Saturday at Pacific University in Forest Grove under sponsorship of Oregon's status of women committee.

The tall, willowy brunet mother of three children ranging in age from 8 to 17 years of age said the status of women today is "improving and changing but, to obtain full partnership, it is the responsibility of women to focus on using their full faculties and realizing their full potentials.

Women Changing

"Today's woman is a new breed with changing educational needs. There has been a massive move in the field of continuing education, with women shifting from traditional areas into roles designed basically to bring women to their full maturity."

But, Dr. Clarenbach added, it still is "difficult for men and women to appreciate and understand that women are disadvantaged. Many men and women continue to assume a woman is a second class citizen and women therefore must aspire to their highest and move away from hidebound traditions."

Women, generally, have failed to grasp opportunities offered for upgrading of their status, according to Dr. Clarenbach.

"The doors to higher education have been officially open all the way to women for 45 years and the social need for highly skilled, well trained citizens could not be more clearly stated.

"Yet at the top end of the educational ladder women have failed to hold their own and, over a 30-year period, the percentage of women awarded MAs and PhDs has actually fallen.

Some Lag Behind

"While women have, since 1900 at least, surpassed men in high school completion and academic standing in grade and high school, they always have lagged behind men at the higher levels.

And now in the period of history when life demands vaster knowledge, deeper insights and sharper skills than ever before, still fewer than half our women over 25 have high school diplomas and fewer women proportionately are meeting the challenge of advanced and professional degrees."

Dr. Clarenbach said the old view that people reach their peak in learning ability at age 20 has been displaced by newer findings that the ability grows with age to at least 45.

"As a nation and as a world, we are wondering how we will find the people to cope with our technical problems. The need for capable people is so widespread that even the government is desperate enough to employ women for high positions. We are remiss if we don't take advantage of this opportunity."

Daily Northwestern (Oshkosh) - June 16, 1966

Multiple Roles of Today's Woman Discussed at Confab

Women took a hard look at themselves during four discussion groups Wednesday of the Regional Conference, Governor's Comission on the Status of Women, held at Wisconsin State University-Oshkosh on Wednesday.

Results were provocative discussions and some concrete recommendations.

Searching for ways in which the individual woman might better take her place as a mature responsible person in today's world, conference participants had opportunity, through attendance at individual workshops, to delve into the four areas with which the Governor's Commission is most pertinently interested.

The base of all operations — the home and the family life which evolves from it — was the theme for one discussion which attracted homemakers, home economists, librarians, teachers, secretaries and welfare workers. All agreed that today's woman is playing a many-faceted role which — like it or not — is causing the traditional framework of the family organization to be threatened.

COMES TOO LATE

It was also unanimously agreed that it was unfortunate that such a conference as Wednesday's — analyzing woman's role and her purposes — couldn't have been held some 20 years ago before the trend of the working mother began so so that proper education and preparation could have been initiated for today's pattern of family life.

Following the program already initiated by some schools, it was recommended by the group that a home and family life course at the high school level be made mandatory for both boys and girls inciting pride and a maturity about the homemakers role while offering preparatory material.

Paraphrasing the slogan "Go west young man" to "Go to school mature woman" — a second section on "Education and Counseling" had conversation revolving about the importance of continuing education for women on all levels.

With some women interested in vocational information, others wanting professional training and still others desirous for education as personal enrichment, it was decided that the most helpful step could be a master list of scholarships and fellowships available for the mature woman. Also suggested as helpful were the Counseling Services of WSU-O and the Wisconsin Employment Service.

WAGE DIFFERENTIAL

Although wage differences between men and women were a high point of discussion in the "employment workshop," it was concluded that it's up to women to improve their own lot when it comes to gainful employment.

"Women have been brainwashed into thinking it's not proper to bargain for better salaries," the group's recorder, Dr. Roberta Nelson, reported.

Although legislation is important to provide equal opportunities for both men and women, it is not the panacea, the group concluded. It is women's own attitude towards work which can be changed only by themselves.

Recommended was more job counseling at the high school level and more on-the-job training for mature women. It has been found that the doors are now open to women in many kinds of employment. However, it was suggested that they must decide how eager they are to grasp these opportunities.

The problem of making women more aware of community and civic participation was the problem of the fourth group which concluded that the crisis is making the activity worthwhile once the woman is interested.

NEEDS WOMEN

The community needs woman power and the woman in turn needs outlet, said the group, suggesting that perhaps a talent hunt for capable women, as is being done in several communities, might prove valuable.

Making the summations at the afternoon session were Mrs. Thomas Hickey, Beaver Dam, on the home; Mrs. Freda Bebeefall, Oshkosh, education; Dr. Nelson, WSU-O, employment and Dr. Martin Gruberg, WSU-O, community participation.

Daily Northwestern (Oshkosh) - June 16, 1966 (CONT.)



CONFERENCE WHO'S WHO

Highlighting the program at the Status of Women conference held Wednesday on the Wisconsin State University-Oshkosh campus were these participants, seated from left, Mrs. Viola Hymes, Minneapolis, chairman of the Wisconsin Commission on the Status of Women who gave the opening keynote talk; Dr. Kathryn Clarenbach, Wisconsin Commission chairman and Mrs. Quentin Metzig, Oshkosh, chairman of the home and family discussion group; standing from left, Mrs. Francis Ingres, Beaver Dam, citizen participation chairman; Mrs. Walter Heil, Appleton, education workshop chairman and Mrs. Gene Boyer, Beaver Dam, employment chairman.

Beaver Dam, Daily Citizen - June 16, 1966








OSHKOSH — "We are NOT a female-dominated society!"

That was the positive statement of Mrs. Viola Hymes, chairman of the Minnesota Governor's Commission on Status of Women, as she addressed the conference on "20th Century Women — Clarifying Our Goals," held Wednesday at Oshkosh State University.

"A matriarchal society is one governed by women," Mrs. Hymes asserted, challenging anyone to produce evidence that women are functioning in high places in government, in policy-making positions in industry and business, or in any manner indicating majority control or authority.

"Far from being the rulers, women are among the least represented among the governed," Mrs. Hymes pointed out. "This is still a man's world and, if anything, a male-dominated society!"

"We are not seeking a society in which woman is boss. No special favors are wanted for women, or by women. What the Status of Women movement is pointing toward, is a way of life in which women stand alongside of men as free individuals — each able to achieve their fullest development and make their maximum contribution for the good of family and community."

In her summation of the conference, Dr. Kathryn Clarenbach, chairman of the Wisconsin Governor's Commission on Status of Women, expanded Mrs. Hymes' remarks: "While we are concerned about woman's multiple role as mother, homemaker, citizen and breadwinner, we never forget men must also carry numerous burdens."

"An equal partnership — men and women striving as a team to meet the demands of life—is for mutual benefit and the welfare of all. While father joins mother in raising and caring for the children, wife joins husband in sharing economic and citizenship responsibilities."

A conference conclusion was that, in clarifying her goals, 20th century woman must remember that becoming a better wife and mother today means becoming the person her husband can appreciate, her children can admire, and her community can respect. The single woman finds her deepest satisfaction in earning the regard of the people she serves through her vocation or community participation."

Fifteen people from the Beaver Dam area attended the Regional Conference. An estimated 175 to 200 men and women came to participate in four workshops and exchange ideas.

Members of the Mayor's Commission of Beaver Dam who took an active part in the program were:

Mrs. Gene Boyer, chairman of the workshop on Employment and James Latisch of Metalfab, who served as a resource person for this session; Mrs. Doris Ingres, chairman of the Citizen Participation workshop, Mrs. Mary Hickey, recorder for the Home and Family session, and Ed Wheeler of the Beaver Dam Vocational School, acted as a resource for the Education and Counseling group.

Others who attended from this area were: Mrs. Ruth Patterson, Mrs. Betty Mittelstadt, Mrs. Phyllis Smith, Miss Carla Paulson, Mrs. Frances Militzer, Mrs. Bertha Proctor, Mrs. Muriel Harper, Mrs. Karen Alderden, Mrs. George Menn from Fox Lake, and Mrs. Virginia Schroeder from Horicon. Ther are shown above in the pictures.

Mrs. Ruth Nelson, Associate Dean of Students at WSU-O and Co-Chairman of the Conference, gave special recognition to Beaver Dam for having a Mayor's Commission, one of the two which have been formed in the United States.

* * * * * * * * * * * * * *
* In the lower photo at the *
* left are (seated l to r) Mrs. *
* Hymes and Dr. Clarenbach, *
* with (standing l to r) Mrs. *
* Ingres and Mrs. Boyer. Mrs. *
* Ruth Nelson is in the lower *
* right photo at the left. *
* * * * * * * * * * * * * *

The Milwaukee Journal - June 20, 1966

River Falls Status Meet Has 2 Goals

By VIOLET E. DEWEY
Of The Journal Staff

Madison, Wis.—Plans are now under way for the next regional conference of the Wisconsin governor's commission on the status of women, to be held in River Falls, July 27. Back of them is a dark eyed, dark haired young dynamo named Nancy Knaak, a Ph. D. who is, among other things, associate dean of students at Wisconsin State university—River Falls.

"Our theme will be 'Western Wisconsin Women—Citizens in Transition,'" Miss Knaak explained. "The River Falls area is changing rapidly from rural to suburban with the expansion of the Minneapolis-St. Paul residential area.

"The organization of the conference will be quite different from the others because of the nature of the area. We will include discussions on such matters as the rural woman in transition, education for the adult woman, minorities in transition, new attitudes toward public help.

"We will have two goals—to convey information about the commission to women in northwest central Wisconsin and to discover the needs and concerns of the women attending, needs which should be brought before the commission.

"This could well be the first conference to draw women from outside the state. We are too much a suburb of St. Paul to invite only Wisconsin residents."

Will Go to Washington

Miss Knaak, who is chairman of the legal rights and protection committee for the Wisconsin governor's commission, is one of 11 Wisconsin women who will attend the third national conference of commissions on the status of women in Washington, D. C., June 28, 29 and 30. She is also state president of the American Association of University Women and president of the Wisconsin Association of Women Deans and Counselors and will attend the AAUW state presidents' conference in Washington.

She still finds time to golf "about once every six weeks" and to serve on the hospital board of St. Joseph's home and hospital in River Falls.

Discussion of regional and national conferences was part of a governor's commission meeting at the Wisconsin Center here recently. The long agenda included reports of other meetings of special interest to women and plans for the state-wide meeting in Milwaukee next spring.

UWM to Host Meeting

The spring meeting, drawing women from all parts of the state, will be held on the University of Wisconsin—Milwaukee campus toward the end of March or early April, the date to be selected so as not to conflict with the next "women in action" session, which will probably be held in May.

Mount Mary college had also offered its facilities for the spring meeting, but commission members agreed that it would be better for a governor's commission to choose a state rather than a private school for the sessions. Members also felt the city campus would be more easily accessible for women without cars. The plan is to ask all institutions of higher learning in the Milwaukee area to co-sponsor the conference.

Dates have already been set for four more regional conferences next fall. They are Sept. 24, La Crosse; Oct. 1, Whitewater; Oct. 14, Superior, and Oct. 21-22, Platteville.

The most recent of the regional conferences was held at Oshkosh last week. Mrs. Viola Hymes of Minneapolis, chairman of the Minnesota governor's commission, emphasized that the United States is neither a matriarchal society nor striving to become one. What women want, she said, is a full partnership with men, not dominance over them.

The Milwaukee Journal - March 3, 1965

Status Commission Chairman Reports Needs

Women advised to aim higher than second class citizens

This is the second of a four part series delineating the need for change in the counseling of young girls. Statistics demonstrate that women's working years are both necessary and long.

By DOROTHY WITTE AUSTIN
Of The Journal Staff

Chicago, Ill.—In a panel discussion climaxing the first day of the recent midwest pilot conference of guidance counselors and counselor educators, 110 representatives of high schools, colleges, state employment agencies and other groups heard reports of three state chairmen of governors' commissions on the status of women.

The chairmen were Mrs. Kathryn Clarenbach, University of Wisconsin director of women's education and chairman of the Wisconsin commission on the status of women; Esther Saperstein, Springfield, Ill., state representative and chairman of the Illinois commission; and Miss Eunice C. Roberts, University of Indiana dean of student activities and chairman of the Indiana commission. They spoke after a dinner at the conference sponsored by the United States office of education and the women's bureau of the United States department of labor.

Assumptions Are Outmoded

Mrs. Clarenbach directed her remarks chiefly to the school counselors.

"The assumptions on which much counseling of females is based are outmoded," she said, "and should be replaced by other assumptions which reflect the facts of life in the 1960's."

She added that the new assumptions could not be restricted to the counseling of girls alone.

"We need to change the assumptions on which we deal with everyone, including educators, employers, husbands and sons, parents and union officials and teachers."

She said social changes need to be made.

"Because counselors are in a unique position to see individual needs and the effects of social ills, we believe counselors have a special responsibility to advocate and promote the necessary changes.

"The goal which we share is the promotion of the best of our human resources, the fullest development of the potential of every individual, but not within the framework of life as we now know and live it, but within the area of that which is possible.

"In order to do a proper job of counseling girls in the 1960's, counselors must understand and be convinced of the validity of assumptions which underlie this whole national movement. Our commission is far less concerned with developing new techniques than with the advocacy of new attitudes consistent with facts of our times," she said.

She said traditional definitions of what is or is not appropriate for women and men are changing rapidly. Counselors can help in changing these definitions.

Daughters Need Education

She urged these changes:

Girls must be encouraged from earliest years to aspire high, to pursue professions and fields they enjoy and are good at, to branch out beyond the handful of vocations for which most women prepare. She explained that women tend to undervalue themselves. They settle for below grade performance and often fail to approach their potential.

The necessity for education beyond high school must be emphasized. Girls have a higher high school completion rate, and a performance academically which is superior to boys at the high school level, but the educational fallout of bright girls after high school is extremely high, and the higher the education, the farther behind the women get.

Mrs. Clarenbach urged that parents become more willing to make the investment of years and attention and dollars required for higher education of their daughters.

Marriage is not a terminal point of education or even a goal of education. The need to strengthen family life is properly in the curriculum area of public schools. There should be realistic training for boys and girls in the area of family living.

She deplored the "hideous factor" in our culture of marriage as a reason for being.

"I think it is not the only thing in life. Perhaps we shouldn't even make the assumptions that marriage and parenthood are for everybody," she said.

Anyone who wants to stay home and nest all day should have the opportunity and the freedom of choice to do this but on the other hand should be equally free not to stay at home 24 hours a day with children. Equal freedom of choice should prevail, without feeling guilty. A woman should be free to follow her own bent, she emphasized.

Learning is a lifetime process. Women should not be told they ought to take their education in a prescribed form, such as marrying early, working 2 years, having children, raising them, and then re-entering the work force. That is only one way. There are others. But women should know they are never really finished with education. It goes on continually for all of us, and is not finished after graduation at one level, Mrs. Clarenbach said.

She said girls ought to be counseled to minimize the discontinuity of their educations, to know that they can combine careers and motherhood, and to find many ways they can do so.

Girls need to be convinced that it is all right for their brains to show a little. Many girls are still fearful that they will lose something of femininity or it will be assumed by their male peers that they have lost something if they conduct themselves with intelligence, dignity and responsibility.

Femininity ought to be redefined. It does not mean helplessness, giggling and inability to complete a sentence. Positive and constructive aspects of feminity are not threatened or endangered by applied intelligence. We wish to improve the quality of citizen participation. We are not trying to make women men, so they will fit into a man's world; we are trying to reshape the world so that as women we can fit in and participate equally and fully.

Girls should stop looking at themselves as second class citizens. They should not settle for secondary service capacities, such as the doctor-nurse syndrome, the boss-secretary relationship and the chairman-treasurer situation.

She interpolated the fact that 79 women were elected to county posts in Wisconsin and 77 were elected treasurers.

Counselors should know law and policy about discrimination. Mature women need help in evaluating the totalities of their life experience, which add up to more usefulness than they could sense.

Friday: Illinois and Indiana commission chairmen review status situation.



—Journal Photo

Chairmen of three status of women's commissions reported on the progress of their commissions' work recently at a guidance conference sponsored at the University of Chicago by the United States office of education and the women's bureau of the department of labor. Mrs. Kathryn Clarenbach, left, chairman of the Wisconsin commission, and Miss Eunice Roberts, chairman of the Indiana commission, were among the speakers.

The Milwaukee Journal - March 8, 1965

Guide Girls to Dual Role, Counselors Told

Homemaker, job holder

This is the fourth and final article in a report on the recently conducted first midwest conference on guiding and counseling of girls in the 1960's.

By DOROTHY WITTE AUSTIN
Of The Journal Staff

Chicago, Ill.—To many guidance counselors attending the first midwest conference on the guidance and counseling of girls in the 1960's, the suggestion that girls should be guided to assume a dual role in society, both as homemakers and job holders, came as a shock.

The suggestion was made by several speakers based on equality of opportunity for all in building a "great society," as well as labor department statistics which showed that widespread employment of women was a fact of economic life in the United States. Projections indicated that more and more women would be working, at all ages and stages.

Some counselors, predominantly men, maintained that girls should not be counseled in this way. One workshop chairman, head of the department of public instruction in his state, said flatly that women should not aim at a dual role.

"My wife can go back to work any time she wants to," he said, "but she'll have to divorce me first."

Another counselor expressed his reservations in this way:

Statistics Cited

"Is there an implication here that we should push women into the labor market?" he asked. "What about their children?"

The answer was given in labor department statistics, which showed that women with small children preferred to stay at home, that only a small percentage of such women worked, and those who did were driven by economic necessity. Most women workers were middle aged, with children who were grown or nearly grown.

National women leaders present at the conference were not surprised at the audible dragging of feet. They had been through it before, at other workshops. They knew that technological changes came quickly and social changes slowly. But they saw that most educators were willing to read the social handwriting on the wall, and to plan to make modifications in their approach to counseling girls.

"I never thought of the employment problems of girls as being different from the problems of boys," said one man. "Now I think I can go back and do a better counseling job."

Agreements Noted

In spite of the controversy of some meetings, workshop reports submitted at the close of the conference revealed considerable unanimity.

The Illinois workshop recommended a complete across the board educational policy review which would involve all students in all phases of education, beginning with elementary school counseling. (Illinois has some elementary school counseling, as does Wisconsin.)

They suggested the exposure of all students to changing work roles of men and women, with attitudes realistically attuned to the world of work. Counselors should be informed on current trends, should make the initial contact with parents and should be responsible for creating an awareness.

The Arkansas workshop urged that counselors prepare to help girls assume plans for dual roles, should help parents realize that if they have limited expectations for their daughters, the girls will accept the limitations parents impose by parental attitudes. Counselors may assist in modification of such expectations. Group counseling may be helpful in this regard.

New Career Attitudes

The Kentucky workshop suggested orientation programs for parents and home visits in an effort to help parents modify limited expectations for daughters. It was suggested that the girls' area of choice might be broadened by modifying outmoded attitudes which limit girls' career choices to a few traditional fields. Homeroom conferences might help, with a redefinition of feminine responsibility.

Teachers, parents and counselors alike should understand the impact of negative attitudes on girls. Girls need to be helped understand the advantages of remaining in school and postponing marriage until they acquire some vocational skills. A good career plan for girls involves their entire lives, the report stated.

The Michigan workshop report cited the value of the conference, even though the conferees were not always in agreement. Suggestions included trying to help parents communicate more with their children, arranging group parent meetings, communicating with teachers informally in an effort to modify restrictive attitudes, conferring with boys and girls about broadened feminine responsibility, using statistics intelligently to help girls plan futures to include marriage and employment, communicating more often with business and industry about job opportunities and requirements.

Lively Discussion

A spirited discussion in the Wisconsin workshop emphasized that a discussion of scholarship and loan possibilities often changed the climate of parental expectations for girls, suggested that a more flexible curriculum might better meet individual needs, asked for local surveys of entry jobs open for girls, requested local school meetings with women carrying out dual roles successfully, urged post high school education for all girls, argued that counselors should devote as much time and attention to finding information for girls as they do for boys.

The Missouri workshop discussion report admitted disagreements and reservations about the advisability of counseling girls to assume a dual role in society, but suggested that counselors set up meetings through which parents might be able to realize the most practical path to success for their daughters, that career nights as well as college nights might be helpful in creating concern for girls, that the curriculum be realistically assessed in terms of vocational accomplishment, that teacher training programs provide insights into the educational and vocational futures of girls. It was suggested that women have just as much responsibility as men for contributing to society, but added that the "ways and means must of necessity be different."

Changes Predicted

Mrs. Mary Keyserling, director of the women's bureau of the United States department of labor, summed up the conference and answered questions from the floor.

"I think that girls will begin to think of their lives in long terms, will choose fields of work, will probably continue to work in the early years of their marriages, and I think we will find society more and more adapting itself through educational institutions and other means to help these girls keep vocational interests alive," she said.

"I think we will continue to find that the overwhelming majority of mothers will devote most of their time to their children in the children's early years. But I think we will make it possible for them to continue to work on a part time basis, to keep their skills up. In areas like teaching, social work and sciences part time work is a practical possibility," said Mrs. Keyserling.

She added that it was probable that the peak of women's employment would come at earlier ages, in the 35 to 44 age bracket instead of the present 45 to 54 age bracket.

She maintained that most women would probably not spend all their adult lives in the labor force.

"I have four children. And that is my only really worthwhile achievement. We talk a lot about babies needing their mothers. But mothers also need their babies. I don't think during the years of infancy and very early childhood most mothers will wish to spend a long time away from their children each day. They can still proceed toward goals that will fulfill their need for vocation, although perhaps not on a full time basis," she said.

Automation Considered

A man asked if the employment of women were contributing to unemployment, and would the prospect of automation affect employment figures?

The reply was that we do not think of one segment of the population at the expense of another. What we need to do is to work toward freeing the one-fifth of our population which now lives in poverty.

"It is going to take us, in spite of automation, a long time to find jobs for those unemployed, and to bring the production of goods and services high enough to bring the 35 million poor to incomes of the $3,000 level and beyond," was the reply.

A counselor asked if there was any particular pattern which could be recommended to girls who were trying to plan for a dual role. Should they work, marry, quit and then return to work when their children are in school?

Many Possibilities

"No, there is no one recipe which would be right for every girl," replied Mrs. Esther Westervelt, Columbia university teachers' college professor who was a principal speaker at the conference. "We can indicate several possibilities, one of which you suggested. But it would depend on the field of work and the girl's own situation. There are many possible ways to consider."

She indicated that if the field were an extremely demanding, rapidly changing one, such as medicine, the girl would do well to avoid discontinuity. In other fields discontinuity would be less important, she said.

If the conference could be summed up in a sentence, it would be this, Mrs. Keyserling concluded:

In a free society, the greatest freedom of choice for both men and women is the goal.

The Milwaukee Journal - March 8, 1965 (CONT.)



In the Wisconsin workshop meeting at the first midwest pilot conference for guidance and employment counselors and counselor educators at the University of Chicago were (from foreground, clockwise) Miss Charlotte Buckbee, Shawano; Miss Margaret Schmidley, Sheboygan; Richard Roth, Madison; Robert Rossmiller, Merrill; Stan Schuerman, Medford; Thomas Hooker, Beaver Dam; William Prochnow, Camp Lake; Miss Jean Smith, 2545 N Maryland av.; Max Hays, Madison, and Ralph O. Mitby Janesville. They were among representatives from seven states who met to consider new approaches in the counseling of girls for a dual role in society. —Journal Photo



Among Wisconsin representatives at the recent guidance meeting were (from left) William Erpenbach, guidance director, Middleton; Mrs. Kathryn Clarenbach, women's education director, Madison; Mrs. Mary Kropf, counselor at West Division high school, Milwaukee, and John Zeug, counselor for public schools at Maple. They conferred in a lively meeting and submitted a report.

Milwaukee Journal - June 19, 1966

11 Women From State Will Attend US Parley

Journal Staff Correspondence

Madison, Wis. — Eleven Wisconsin women will attend the third national conference of commissions on the status of women in Washington, D. C., June 28, 29 and 30.

There are now 48 governor's commissions on the status of women. Only Texas and Connecticut do not have such groups.

Mrs. Kathryn Clarenbach, Madison, chairman of the Wisconsin governor's commission on the status of women and director of university education for women at the University of Wisconsin, will be on a panel on "Creating Positive Attitudes," and Miss Cynthia Stokes, also of Madison, assistant director of the public assistance division of the state welfare department, will participate in a panel on welfare services. Miss Stokes also will conduct one of the workshops.

Milwaukee women attending the national conference are Mrs. William E. Finlayson, 3406 N. 16th st., founder and chairman of E. B. Phillips Day Care center, 2432 N. Teutonia av., and a member of the commission's home and family life committee, and Miss Catherine Conroy, 3035 W. Wisconsin av., a labor union representative.

Three women from Beaver Dam will attend. That city boasts one of the two mayor's commissions on the status of women in the entire country. The Beaver Dam delegates are Mrs. Burt Boyer, an interior decorator, who is chairman of the mayor's commission; Mrs. Francisco Ingres, secretary of the commission, and Mrs. Ray Patterson, wife of the headmaster of Wayland academy.

Others going to Washington are Mrs. H. C. Allness of Viroqua, professor of American history of La Crosse State university and a member of the state commission's education and counseling committee; Miss Nancy Knaak of River Falls, associate dean of students at River Falls State university and chairman of the legal rights and protection committee for the state commission; Mrs. Gene Bertolli, Waukesha, a member of the expansion committee the Wisconsin Federation Business and Professiona Women's Clubs and a memb of the commission's employme committee, and Mrs. A. C. Ro haven, vice-chairman of tl Hales Corners Republican par unit and a member of Mi Knaak's committee.

At a meeting last week, cor mission members voted accept the invitation of the Ur versity of Wisconsin—Milwa kee to meet on its campus the spring of 1967.



Milwaukee Journal - June 29, 1966

Status of Women Leaders Seek Participants

Appeals made to husbands, employers of working wives

By VIOLET E. DEWEY
Of The Journal Staff

MANY women's groups start at the grass roots level and if they are vital enough, spread through the county and state and may ultimately become part of a flourishing national organization. One particularly active and effective association started at the top, as the president's commission on the status of women, and has been slowly trickling down to the local level.

The Wisconsin governor's commission on the status of women, now one of 48 in the United States and headed by Mrs. Kathryn Clarenbach, director of women's education at the University of Wisconsin, is responsible for many "firsts" at the state level.

Among them are a series of regional conferences, of which three were held this spring and five more are planned for summer and fall; a "Know Your Rights" pamphlet soon to be published; the fact that not only key volunteer organizations but members of major public agencies and higher education institutions are represented on the commission; a resolution on the employment of women, which stirred up considerable action; a TV series on counseling for girls and women, now in the planning.

For Girls and Women

The counseling series will be designed to prepare girls and women for the life ahead, Mrs. Clarenbach said, "and for what the facts are likely to be." Dr. Robert Schacht of Madison, director of facilities and services of the UW extension division and chairman of the Wisconsin commission's education and counseling committee, said that the TV programs would probably include four "specials," one for girls in the upper high school and college years, one for the "mature woman returning to the university or college," one for the woman attending the vocational, adult or technical school and one for the younger girl.

But even more important, perhaps, is the fact that Wisconsin is one of only two states in the country to already have a functioning commission at the local level, in Beaver Dam. The other is in Cedar Rapids, Iowa.

Started Organization

The Beaver Dam commission sprang from the enthusiasm of a woman who attended the first state conference and was "personally stirred." She is Mrs. Burt Boyer, who now heads the mayor's commission.

"I was much impressed by what was going on at the federal and state levels," she said, "and I realized the need at the grassroots level. I mulled things over for about a year and then got permission from the governor's commission and the mayor to start an organization. We now have 13 members."

Her right hand "man" is Mrs. Francisco Ingres, who serves as secretary of the mayor's commission.

The two women also worked together on Oshkosh regional conference workships, Mrs. Boyer as chairman of the workshop on employment and Mrs. Ingres as chairman of the one on citizen participation and volunteer workers.

Mutual Help

Lunching together recently in Madison, the two women talked with Mrs. Clarenbach and a reporter about plans to reach the women most in need of the work of the commission and whose help, in turn, the commission most needs.

"There are so many areas of need that can't be met by edict from on high," said Mrs. Clarenbach frankly.

Agreeing that it is very difficult to get the "leisured woman," no matter how eager she is to be of help, to identify with the problems of women who must work, the three emphasized the need to obtain the participation of the working woman at the conferences so that her needs and wishes are made known.

"I hope that unions and industry will become so aware of the importance of the status of women commission that they will establish funds for expenses, permitting their employes to attend conferences and giving them a paid day off," said Mrs. Boyer.

"We have to work on the husbands too," said Mrs. Ingres. "They have to be interested in seeing their wives doing things, going back to school, getting a job.

"We have talked to our own husbands and to other men.

We think many men don't really care if their wives are happy. The husband and wife may have started to grow apart when the children left for college. He not only has his own interests but doesn't even know what she wants to do.

Better Partnership

"I think the only way to convince a man with antiquated ideas is to prove to him that she is bringing something into the family that will make for better home life, better partnership—that she is contributing something rather than depriving him of something."

Sometimes the spark is lacking in the woman herself, not the employer or the husband, Mrs. Clarenbach pointed out.

"I have friends with a college degree," she said, "who feel that the world owes them the sort of idle leisure they are enjoying. They may do spurts of volunteer work but they think they have already made their contribution to society by raising a family and that no further effort is necessary. They do not want to be deprived of their hours of bird watching, bridge playing, skiing, gardening. They want absolute freedom from further effort."

Booted Back to Work

Mrs. Clarenbach paused to sip her coffee. Then, with a quick grin, she added that her husband "practically booted" her back to work. Many of the commission members, she said, have husbands who not only condone work outside the home but insist on it for the mental health of the family.

"And some men are still afraid they'll be considered milktoast if their wives are personalities in their own right," said Mrs. Boyer, who, with Mrs. Ingres and Mrs. Clarenbach, does not have that problem. "They do not understand that husband and wife, each finding fulfillment in work, actually help each other become more complete."

Mrs. Boyer, an interior decorator, works outside the home but in connection with her husband's business. They own a furniture store. Mrs. Ingres does not work at a paid job but ran for the state assembly as a Democrat in 1964 and is president of the woman's division of the Beaver Dam Chamber of Commerce.

Mouthful of Jobs

Mrs. Clarenbach, in addition to her university job and the chairmanship of the governor's commission, is on the governor's advisory council on economic opportunity, the industrial commission's advisory committee on equal employment opportunities for women and the conference planning committee to the governor's advisory council on home and family. This mouthful of jobs means a great deal of work both in and out of her home. She has formerly taught at Purdue university, Olivet college in Michigan, Edgewood college in Madison and the UW extension division.

Discussion at the Oshkosh regional conference of women in employment brought out that most masculine objections to the employment of women were without valid cause.

Mrs. Boyer pointed out that a public health service study of an average year showed that women employes lost fewer days of work than men; that a bureau of labor statistics study of job mobility indicated that more men than women changed jobs; that women averaged a higher number of school years completed than men (in a given year of study, 1964).

"If the needs of a worker are the prime consideration in rates of pay," she asked, "should a mother of five receive higher pay or quicker advancement than a single man?"

As the informal luncheon discussion came to a close, Mrs. Clarenbach voiced the feeling that imbued the little group. "I'm sure not even the most wildly optimistic ever envisioned people working their heads off in every state, at their own expense, to improve the lot of everyone," she said. "There's not a bit of 'me first' in the whole thing. It's become a ground swell spreading over the country. The timing must have been just right."

The Milwaukee Sentinel - June 29, 1966

Status of Women Conference Opens

By ANALOYCE CLAPP
Special to The Sentinel

WASHINGTON, D. C.—"The solution to the world's two greatest problems—the population explosion and the knowledge explosion—will, I suspect, be solved by women," W. Willard Wirtz, secretary of labor, told the first session of the third national conference of commissions on the status of women.

The meeting, which will continue through Thursday at the Washington Hilton hotel, is being attended by nearly 500 commission members from 48 states and two territories.

"Although the growth of knowledge is a gradual thing, we need only 'a few more grains of sand' to put us on the threshold of a fantastic knowledge explosion," Wirtz said. "And the power of knowledge can corrupt, as can any other concentrated power. It will be up to the women of the world to understand the uses of that knowledge, develop the methods of communicating it to others, and make sure that everyone shares in the benefits of it."

He equated the conflicts in the world with the conflict between knowledge and ignorance. "If we all shared equally in education and understanding, there would be no such problems today as civil rights and war," he said.

The first session of the conference was concerned with a listing of innovations on the part of the 49 commissions represented, some of which have just been formed this year. The Kentucky representative was applauded heartily when she said that her state's commission felt that one of its prime duties was to "help dispel the frivolous picture of women."

The conference members (who come from as far away as Hawaii, Alaska and Puerto Rico) are not the flower hatted convention goers usually associated with groups of women. They are professional women, many of them working without any funds from their states, trying to attack the problems women face with imagination rather than money.

Dr. Kathryn F. Clarenbach, chairman of the Wisconsin commission on the status of women, spoke of the accomplishments of the Wisconsin group. The commission, formed in 1964, by former Gov. John W. Reynolds is this year holding nine conferences on the campuses of state universities, has put out two booklets, is promoting a series of four television shows on counseling and is doing all this without any state funds.

Wisconsin is the best represented state as far as speakers at this conference. Four Badgers are listed as speakers on the three day program.

Miss Cynthia Stokes, assitant director of the state division of public assistance, Madison, Congressman Henry Reuss, Commissioner Richard Graham of the equal employment opportunities commission, formerly of Menomonee Falls, and Dr. Clarenbach, will all be on panels Wednesday.

Eleven women came from the state for the week of discussion: Mrs. William Finlayson, 3406 N. 16th st.; Miss Catherine Conroy, 3035 W. Wisconsin av.; Mrs. A. C. Roshaven, Hales Corners, and Mrs. Gene Bertolli, Waukesha.

The city of Beaver Dam, which came in for plaudits because it has one of the nation's only two municipal commissions, sent Mrs. Burt Boyer, chairman of the mayor's commission on the status of women, Mrs. Francisco Ingres, secretary, and Mrs. Ray Patterson.

From Madison came Miss Stokes and Dr. Clarenbach; from River Falls, Dr. Nancy Knaak, and from Viroqua, Mrs. H. C. Allness.

Every state in the union except Texas and New Mexico has a commission concerned with the changing status of women. One territory, the Virgin Islands, also has such a commission.

The Milwaukee Sentinal - June 30, 1966

Hits 'Myths' About Women

By ANALOYCE CLAPP

WASHINGTON, D. C.—Dr. Kathryn Clarenbach, chairman of the Wisconsin commission on the status of women, hit hard Wednesday at the myths prevalent in the United States putting women into the category of a "second rate sex."

The afternoon panel discussion took place at the third national status of women conference here.

"The myths are, unfortunately, believed by women as well as men. We must recognize that women are disadvantaged, and that the present moment is the best time to begin correcting the impressions that have been taught by our society and our mass media," Dr. Clarenbach told her audience.

"Women, who are the most concerned, must be active in dispelling these wrong impressions, and must be the most vocal in insisting that changes must be made," she continued.

"Now that employment opportunities are opening for women, it is important to see that qualified women are brought to the front where they can take advantage of this particular spot in the history of women's progress."

Dr. Clarenbach was introduced by another Wisconsinite, Richard Graham, of the equal employment opportunities commission, who chaired the panel on "creating positive attitudes."

Graham emphasized that "if we go at discrimination against women in employment only complaint by complaint, it will take centuries to get around the country. We need a mass attack on the problem; laws change practices, practices change attitudes, attitudes change situations."

In a very long, after dinner session Tuesday night, actress-writer Lena Horne bared her soul in response to questions put to her by a panel. A woman very active in civil rights programs, especially among Negro women's groups, Miss Horne spoke frankly of her personal prejudices against white, middle class women with whom she works, and the difficulties she encounters as she tries to overcome her feelings of antipathy. She finds, she confessed, a similar reaction among Negro women toward herself when they ask her how she can possibly know their problems, how they feel, and why they act the way they do.

The Washington Post - June 30, 1966

'Knit Gnawing' Rankles Women Summit Thinkers

By Elizabeth Shelton
Washington Post Staff Writer

Some of the members of State Status of Women Commissions attending the National Conference here did not take too well to Civil Service Commission chairman John Macy's suggestion yesterday that they apply their skills to "compassionate objectives that have a feminine feel."

Still a little disappointed that the previous day's big announcement at the White House [of Sen. Maurine Neuberger's appointment as chairman of the Citizens' Advisory Committee on the Status of Women] involved only a change in their own command, many felt they were being summoned to do summit thinking about the homely volunteer jobs they can perform in local community services.

Dr. Rosemary Park, president of Barnard College, introduced the phrase "summit thinking—not nit gnawing." Some of the conferees were calling it "knit gnawing" after Macy told them in a luncheon speech at the Washington Hilton that they could serve in their local communities to improve schools, health, beautification and the elimination of poverty.

It did not help when he observed that the Nation "has a drastic need for those skilled in science and mathematics," but indicated that few women are equipped to fill the rapidly growing technological needs.

Dr. Kathryn Clarenbach, who directs the University of Wisconsin's project for educating and retraining women, commented, "Women have no monopoly on the virtue compassion. Many professions are filled with compassionate men."

She promised the women some interesting reading after the University's project this summer exploring "The Changing Role of Men in Society."

Who Guards the Guards?

A United Auto Workers Union official, Caroline Davis, told a morning workshop group on Labor Standards and Equal Employment Opportunity for Women that Michigan now has paycheck equality for equal work.

But, she confessed, it was discovered that the State's male investigators who look into complaints of violations were receiving $1000 more in annual pay than their female counterparts.

Incidentally, the union, headed by Walter Reuther, is the only one with a women's division, which Miss Davis heads.

Advancing to the Rear

In spite of the fact that "bedfellows are making strange politics in Alabama," women have no place to go politically but up, Rep. Henry Reuss (D-Wis.) advised conferees.

As speaker on "Women in Public Life — Problems and Prospects," he said there is "nothing like equality" from the local to the national level. The House has 10 women members, compared to 19 in the 87th Congress; the Senate is about to suffer a 50 per cent cut, to one woman Senator, when retiring Maurine Neuberger takes up domesticity in Boston (and chairmanship of the group's Citizens' Advisory Committee).

And "despite the progress that has been made under President Johnson, the executive branch from the top levels on down still remains very much a male preserve."

The Milwaukee Sentinel - July 1, 1966

Women Not Valued, Status Meeting Told

By ANALOYCE CLAPP
Special to The Sentinel

WASHINGTON, D. C. — Inequities in social security regulations that put women workers at a disadvantage in benefits were scored Thursday by Rep. Martha W. Griffiths (D-Mich.) when she spoke at the final luncheon for the 500 participants at the third national conference on the status of women.

"These unfair, unequal regulations are based on the myth that the man supports the family and that women in the home have no value whatever. It is imperative that it may be made clear also that when a woman works she has the right of any worker; fringe benefits, be they from the employer or the government are due her on the same basis as any worker," she emphasized.



Rep. Griffiths

Mrs. Griffiths is the outstanding champion in congress for the inclusion of women as full partners in all social security regulations.

"We all pay the required charges on our salaries for social security protection and it is a simple matter of right that we gather the same benefits as men," she continued.

The congresswomen's fondest desire, she said, was to live long enough to see a woman stand before the supreme court of the United States and have the justices tell her, "The 14th and 5th amendments apply to you as well as to the male members of our citizenry."

She referred to the fact that there has never been a clarification of the term "men"; the legal reference has always been literal as though "men" was a specific term that excluded women and not as if it were a generic term separating humans from animals.

Mrs. Esther Peterson, the president's special advisor on consumer problems, suggested that when the assembled women returnd to their homes, this holiday weekend, they take their congressman grocery shopping with them, and "maybe they can figure out what is the best buy." The truth in labeling bill has just passed the senate 72 to 9 and has been sent to the house for action.

At one of the morning sessions, Mrs. Pauli Murray, lawyer and civil rights leader accused the equal employment opportunity (EEO) commission of often being the instigator of derisive comments regarding the equality of women in employment.

Charles Duncan, general counsel for the commission, immediately denied the charge and blamed the press of the country for fostering such comic comments by asking if a night club "bunny" position could be filled on an equal basis by a man.

Mrs. Murray made a request that the commission, which is reconsidering its ruling that newspapers not use sex designations in their want ad columns, be firm in its support of its original determination to eliminate such designations. "If the commission has the will to enforce it, it has legal expertise," she said.

She mentioned the fact that commissioner Richard Graham's term with the EEO commission ends July 2, and pointed to him as, "one of the best men in Washington as far as concern for women's rights and equality of opportunity."

Duncan told the office that title 7 of the civil rights act had done three significant things for women in employment:

- It eliminated the dual seniority list in employment; men and women are now listed on one list.
- Marriage is no longer a valid reason for a woman being replaced on her job.
- Medical, health and insurance benefits that companies provide their employes must be the same for men and women.

There was some discussion between sessions among many of the state representatives that there had been no possibility for resolutions or recommendations from the participants. It has been ruled that because this was a "learning conference" organized by a government department, any recommendations would be "inappropriate."

The Wisconsin State Journal - July 1, 1966

Reuss Asks Women To Seek Office

WASHINGTON (AP) — Women were told Wednesday to change their image.

"The image of women today," said Rep. Henry S. Reuss (R-Wis.) "is one of the suburban housewife, manipulating her many appliances and chauffeuring her chlidren to school and spending the afternoon at the hair dresser.

"There is not enough stress on women taking part in public life," he said. "They have to get away from their television sets and become members of boards and commissions."

Ruess made his remarks during a panel discussion on the role of women in public life at a conference on the status of women.

The congressman said far too few women are seeking elective office. He said there are only 10 in the House in Congress and two in the Senate, less than five per cent in state legislatures and none now the governor of a state.

"Too many women are content to take the middle ground, by joining the League of Women Voters and just analyzing the problems," Reuss said.

Chicago Tribune - July 3, 1966

House Told of Denial of Women's Rights

BY WILLARD EDWARDS
[Chicago Tribune Press Service]

Washington, July 2—Rep. Martha Griffiths [D., Mich.] paused in the midst of an indignant speech on the House floor. She had been fuming about discrimination against her sex. Male burocrats were defying the law which decreed equal treatment of the sexes, she said.

Members enjoy these speeches by Mrs. Griffiths, 54, a six-term veteran. Mrs. Griffiths has a low boiling point and is articulate in her fury.

She wou'd not have it thought, she told her audience, that she was for complete integration of the sexes.

Calls Barrier Effective

"I have never entered a room where the door was labeled 'men,' " she said. "There is a long standing custom that women do not enter a men's washroom and men do not enter a women's washroom. It is an effective barrier in almost all instances."

This was about the only reservation Mrs. Griffiths would make, however, in her demand for equal rights for women. She recited a list of outrages perpetrated by the male administrators of the sex provisions of the civil rights act of 1964.

These provisions went into effect a year ago today, but the anniversary is not being celebrated in the headquarters of the Equal Employment Opportunity commission, charged with their enforcement.

"Human rights for women," the war cry of Mrs. Griffiths and other embattled congresswomen, drove Franklin D. Roosevelt Jr., the first commission chairman, to less dangerous territory at the first opportunity. He resigned to seek the Democratic nomination for governor of New York, a peaceful pastime, he confessed to friends, compared to enforcement of laws protecting females in the business world.

Successor No Happier

His successor, acting Chairman Luther Holcomb, is no happier and has been attacked by Mrs. Griffiths for rejecting the basic purpose of the law. The commission, she told the House, has been guilty of "arbitrary arrogance, disregard of law, and a manifestation of flat hostility to the human rights of women."

The key to the administration's attitude toward the new law, she said, could be found in remarks by the commission's executive director, Herman Edelsberg, who told an audience last April that the sex provisions were "a fluke . . . conceived out of wedlock."

In 1964 Rep. Howard W. Smith [D., Va.] proposed that the pending civil rights act which prohibited discrimination in employment practices on the basis of religion, race, or national origin also prohibit discrimination because of sex.

An admitted foe of the act, Smith was accused of trying to sabotage it by adding an unenforceable provision. He denied this charge.

Women members of the House, while suspicious of Smith's motives, joined in indorsing the amendment.

House members hastily accepted it. In the Senate, no member dared to suggest its removal and it became law. The Equal Employment Opportunity commission has been agonizing ever since.

"They started out by casting disrespect and ridicule on the law," Mrs. Griffiths charged. "At a White House conference in August, 1965, they focused their attention on such silly issues as whether the law now requires Playboy clubs to hire male bunnies.

"The latest issue of the commission newsletter emphasizes such oddities as whether a refusal to hire a woman as a dog warden or a man as a 'house mother' for a college sorority violates the law.

"What is this sickness that causes an official to ridicule the law he swore to uphold and enforce?"

Ruling Enrages Her

Mrs. Griffiths was particularly enraged by a government ruling permitting advertisers to place ads for jobs open to both sexes in columns classified under male or female headings to indicate that some occupations are considered more attractive to one sex than the other.

This was in direct conflict with the law prohibiting any preference based on sex to be advertised, she said, rejecting the commission's explanation that the reading habits of job seekers dictated the placement of such ads. "Sex-segregated" job columns, she said, were as bad as "white only" signs in southern railroad stations.

There were signs of enlightenment elsewhere in the nation than in Washington, Mrs. Griffiths said, pointing to a Los Angeles ruling that a law prohibiting women from working as bartenders was probably unconstitutional.

"I am sick of reading the many heart-breaking letters from women trying to earn a living for their families who are denied equal job opportunity because they are women," she told the House.

She Rejects Slur

"I reject the slur on Congress that passage of this law was a fluke. Since when is it permissible for an agency charged with enforcement of the law to allude to the assumed motive of the author [Smith] as an excuse for not enforcing the law? I recommend that executive branch officials quit making themselves foolish by discussing the motives of Congress and get on with the business of enforcing the law."

Chicago Tribune - July 3, 1966 (CONT.)

The commission's difficulties, she concluded, seemed to be based on "a wish that the sex provisions would just go away." At commission headquarters, an official muttered that he wished Mrs. Griffiths would go away.

Neither wish will be fulfilled, members agree. Mrs. Griffiths is the first and only woman to invade the male stronghold of the House ways and means committee.

She was also the first woman sent to Congress by Michigan Democrats and has been returned every two years in five subsequent elections. She has the stamina and determination, her colleagues concede, to persist until burocratic inertia to "human rights for women" is overcome.



Rep. Martha Griffiths

DAILY CITIZEN - BEAVER DAM, WISCONSIN , July 12, 1966

Counseling Need Highlighted At Local Meeting

Family life counseling for boys and girls in high school and counseling for adult women in several areas, including employment and education, highlighted the meeting of the Beaver Dam Mayor's Commission on the Status of Women, here, Monday night, at the City Hall.

Reports

This need for counseling was brought out several different times by the different people making reports and addressing the commission.

Mrs. Burt Boyer, chairman of the B.D. commission, reported on the recent Washington conference and cited three targets of action as being the status of women, stature of women and the statue or image of women. Mrs. Ray Patterson and Mrs. Fran Ingres, who attended the conference too, also reported on meetings they attended.

Mrs. Boyer said the image of women involves the attitudes toward women by men, women themselves, and children.

Reports on the Oshkosh Regional Counference were made by Mrs. Tom Hickey, Mrs. Irwin Smith, Mrs. Franklin Mittlestadt, and Mrs. George Menn.

Following their report Dr. Ruth Nelson, associate dean of students at Oshkosh State University, who was a leader at the Oshkosh conference, said it was encouraging to the many women attending this conference that there were others thinking along the same line insofar as the status of women.

Results

Results of this conference indicated there should have been an even wider representation to gain a larger cross section of people; the need for family life education in high schools; need for counseling of women for education and employment; participation of women in community activities; the discrimination against women in executive and managerial positions; and that women must change their own attitudes toward each other.

Dr. Martin Gruberg, a political science professor at Oshksoh State University and author of the book, "Women In American Politics" expressed a "pessimistic" opinion on any immediate changes concerning women, but did say the work of such commissions will help the situation. Dr. Gruberg suggested that this be started early in school by showing the potential of women.

During his remarks to the commission Dr. Gruberg cited example after example of the few women in key positions in public life. He also read quotes from people he interviewed, and these quotes were generally along the same vein of thought, that women were too emotional, to be able to handle heavy responsibilities of business and government.

Commission committee reports were made by Mrs. Ingres, Mrs. William Hoefs Jr., Con Katzenmeyer, Mrs. Patterson, Mrs. Smith, and Mrs. Frances Flanders.

Dr. William Richards, co-chairman of the commission, wrapped up the committee reports by pointing to three phases of action for the committees. They were formulating the questions, describing the needs of women in Beaver Dam, delineating the problems; investigating the situation; and exploring solutions and devising recommendations.

The Milwaukee Journal - September 18, 1966

Status Conferences Set Throughout State

La Crosse, Whitewater, Superior, Platteville to host regional meetings

FOR those who ride the status conference circuit, a busy fall season lies ahead. Regional conferences on the status of women are scheduled at La Crosse, Whitewater, Superior and Platteville, sponsored by state universities in these cities, often with the co-operation of other institutions and major women's clubs.

Women's Bureau Guest

Mrs. Mary Dublin Keyserling, director of the women's bureau of the department of labor, will be the principal speaker at the regional conference at Superior Oct. 15.

Mrs. Clarenbach will sum up the conference. Other details of the program are not yet confirmed.

John Knight, public relations director for Wisconsin



Mrs. Catherine Clark

State university at Superior, is general chairman.

In La Crosse, where a regional conference will be held Saturday at the state university student center, major women's organizations are co-operating with the governor's commission on the status of women and with the state university to sponsor a day long program.

"Twentieth Century Woman, Clarifying Our Goals," the conference theme, will be discussed by three principal speakers, from labor, management and educational fields.

Arthur M. G. Moody, chief engineer for Trane Co., La Crosse; Miss Catherine Conroy, Milwaukee, a representative of the Communications Workers of America, and Mrs. Kathryn Clarenbach, chairman of the governor's commission on the status of women, will speak at morning and luncheon meetings.

Five Workshops

Participants will choose from five workshop sessions, on continuing education, employment, the family, retirement and volunteer services.

In the continuing education meeting, Mrs. Robert Ramlow and Mrs. Gordon Frederick as leaders will call on Mrs. Rudolph Schuldes, a teacher-co-ordinator in the practical nursing program at Coleman Technical institute, La Crosse; Sister Mary Shaun, dean of women for Viterbo college; Miss Jean Solberg, adult services co-ordinator at La Crosse public library, and Mrs. Robert Whiteway, a student.

Miss Conroy and Miss Gertrude Thurow in the employment section will introduce Olga Bennett, Viroqua attorney; Grant Ringlein of the Western Wisconsin Counties' Community Action program; and Norman Schultz, of the La Crosse employment service.

Family's Roles

A workshop on the changing roles in the family will be led by Mrs. Arthur Moody and Mrs. Norman Nelson. Resource persons will include Miss Julia Hulbert of the university's department of sociology; Cyril F. Murphy, district administrator for children and youth; Miss Barbara Walters, instrustor at Coleman Technical institute.

Mrs. Ernest Yanke and Mrs. Harry Schroeder will lead the workshop on retirement programs and will consult, as resource personnel, James Beers of the state university department of sociology, Miss Jessie Caldwell, a retired teacher, and Mrs. Marianne O'Neill, co-ordinator for senior citizens' affairs.

Volunteer services, their needs and outlook, will be discussed by Mrs. Edith Finlayson, Milwaukee, founder and chairman of the E. B. Phillips day care center; Mrs. Robert Staley, of the La Crosse community theater, and Willard Werth, Vernon county agent. Mrs. Erland Munson and Mrs. Robert Luxford will be discussion leaders.

Five discussion groups will meet from 10:45 to noon, and will continue after lunch. Mrs. Clarenbach will summarize the day's proceedings at the final 2:30 p.m. general session.

Resource Development

Mrs. Catherine Clark, president of Brownberry Ovens, Inc., Oconomowoc, will be the keynote speaker at the regional conference on the status of women at Whitewater State university Oct. 1. Her subject will be "Woman's Sphere, Round at Last."

Mrs. Stephen Ambrose, Whitewater, will lead a discussion, "Problem Identification," at a general session following the keynote speech. Panelists will include Mrs. Rudolph Lange, Delavan, president of the Wisconsin Federation of Republican Women, Mrs. Mary Schlaemer, superintendent of Lakeland hospital, Elkhorn, and Mrs. John Wickhem, Janesville, a member of the governor's commission on the status of women.

Participants then will divide into two sections, one on solving problems through community action, chaired by Mrs. Vel Phillips, Milwaukee alderman, and the other, solving problems through political action, headed by Miss Eleanora Wickstrom, Walworth, and Norman Carl, Janesville.

Mrs. Phillips will be assisted by Miss Marguerite Gilmore, chief of field services for the women's bureau of the department of labor; Mrs. Marion McBride, reporter for The Milwaukee Senitnel, and Mrs. Vernon Smith, McFarland, of the National Congress of Parents and Teachers.

Dr. Patricia Lanier, a Green Bay doctor and vice-president of the North Central Association of University Women, will speak on "What Now?" at the luncheon meeting.

Afternoon sections will include "Women's Legal Rights



Jack Barbash

and Responsibilities," with Mrs. Alice Morrissey, Elkhorn; "Choosing or Resuming a Career," with Miss Emily Chervenik, Madison; John W. Melcher, state department of public instruction, and Dr. Helen Bunge, director of nurses at the University of Wisconsin hospitals, and Miss Vivian Maddox, assistant city librarian, Milwaukee.

A meeting on continuing education for women will include as panelists Dr. Arnold Lein, assistant to the president of Whitewater State university; Jack C. Server, director of extension services of the University of Wisconsin extension division, and Mrs. Esther Browne, supervisor of home economics education for the state board of vocational and technical education.

Mrs. Clarenbach will sum up the conference.

Women in Industry

Jack Barbash of the University of Wisconsin at Madison will be the principal speaker at the regional conference on the status of women at Platteville on Oct. 22. The economics professor will talk on "Women in the Modern Industrial Society" at a luncheon meeting following panel discussions in the morning at the Wisconsin State university Student Center.

Mrs. Sue Leyda, Richland Center home econmist, and Mrs. William McCauley, Shullsburg, will lead a discussion on "You and Your Home."

Ray Short, professor of sociology at the university, Mrs. William Paulson, Lancaster, a member of Grant county Mental Health association, and Mrs. Karl Kleinpell, Cassville, formerly a member of the state board of public welfare, will be panelists in the section, "You and Your Community."

Frank Walsh, director of Wisconsin state employment service, Madison; Mrs. Myrt Velzy, librarian and English teacher at Belmont high school, and Mrs. Aldo Thomas, clerk of the town of Eden, will lead the section on "You and Your Job."

A discussion of "You and Continuing Learning" will be led by Mrs. Marjorie Wallace, president of Richland County Teachers' college; Raymond Swift, director of the Badger Mine and Museum, Shullsburg, and Anza Vail, superintendent of Platteville public schools. William Jensen, professor of psychology at Wisconsin state university, will be the moderator.

The section meetings will be repeated in the afternoon.

The La Crosse Tribune - September 20, 1966

Regional Conference On Status Of Women To Be Saturday At La Crosse University



TO ATTEND CONFERENCE—Among those planning to attend the Regional Conference on Status of Women Saturday in the student Union of La Crosse State University are, from left, Sister Mary Shaun, representing Viterbo College; Mrs. Madonna Lammer, Business and Professional Women Mrs. Aida Allness, program chairman; and Anna Thomas, regional co-ordinator and La Crosse State University faculty member.—Tribune Photo.

The Regional Conference on the Status of Women will be held Saturday in the Student Union of La Crosse State University.

The theme "Twentieth Century Women: Clarifying Our Goals" is open to all interested people.

People from the rural areas as well as the cities; the young people as well as older people; the working woman as well as the club women, are urged to attend.

From 9 to 9:30 a.m. will be registration in the third floor ballroom of the student union. The general session will begin with Anna Thomas, regional co-ordinator and LSU faculty member, presiding. Greetings will be presented by Dr. Samuel Gates, president of La Crosse State University. Mrs. Aida Allness will introduce the speakers: Dr. Kathryn Clarenbach, chairman, Governor's Commission, and Catherine Conroy, member of the Governor's Commission.

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Discussion groups will begin at 10:45 a.m. They are:

1. Continuing Education—Leaders: Mrs. Robert Ramlow and Mrs. Gordon Frederick; Recorder: Mrs. Angie Wiemerslage, La Crescent, Minn.; Resource Personnel: Mrs. Rudolph Schuldes, teacher - coordinator, Practical Nursing Program, Coleman Technical Institute, La Crosse; Sister Mary Shaun, FSPA, Dean of Women, Viterbo College; Miss Jean Solberg, Adult Services Coordinator, La Crosse Public Library; Mrs. Robert Whiteway, student.

2. Employment — Leaders: Miss Gertrude Thurow and Miss Catherine Conroy; Recorder: Miss Mary Svec, La Crosse; Resource Personnel: Olga Bennett, Attorney, Viroqua; Grant Ringlein, Community Action Program, Western Wisconsin Counties; Norman Schulze, Wisconsin Employment Service, La Crosse.

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3. The Family —Leaders: Mrs. Arthur Moody and Mrs. Norman Nelson; Recorder: Miss Cheryl Olson, La Crosse; Resource Personnel: Dr. Julia Hulbert, Dept. of Sociology, WSU; Mr. Cyril F. Murphy, Dist. Administrator for Children and Youth; Miss Barbara Walters, adviser, Homemakers' Club and instructor, Coleman Technical Institute.

4. Retirement—Leaders: Mrs. Ernest Yanke and Mrs. Harry Schroeder; Recorder: Mrs. Eunice Iverson, Dakota, Minn.; Resource Personnel: Dr. James Beers, Dept. of Sociology, WSU; Miss Jessie Caldwell, retired teacher; Mrs. Marianne O'Neil, Coordinator for Senior Citizens Affairs.

5. Volunteer Service — Leaders: Mrs. Erland Munson and Mrs. Robert Luxford; Recorder: Mrs. Grace Spencer, La Crosse; Resource Personnel: Mrs. Edith Finlayson, Milwaukee, Founder and Chairman of E. B. Phillips Day Care Center; Mrs. Robert Staley, La Crosse Community Theater; Mr. Willard Werth, Vernon County Agent.

12:30 Luncheon, Hall of Presidents; Speaker: Mr. Arthur M. G. Moody, Chief Engineer, Trane Company, La Crosse.

1:30 Discussion Groups resume.

2:30 General Session, Grand Ballroom.

SUMMARY, Dr. Kathryn Clarenbach.

Reservations

Reservations for the Regional Conference on the Status of Women to be held Saturday, should be made with Ann Thomas no later than Wednesday, by phoning her at Wittich Hall, extension 218, La Crosse State University.



DR. KATHRYN CLARENBACH

3 Speakers To Address Conference

Dr. Kathryn Frederick Clarenbach, chairman Wisconsin Governor's Commission on the Status of Women, who is currently serving as the director of University Education for Women, Division of Student Affairs, University of Wisconsin, Madison, will be one of the three speakers of the Regional Conference on the Status of Women to be held Saturday in the Student Union of the La Crosse State University.

Sponsors of the conference are: La Crosse State University, Viterbo College, American Association of University Women; Business and Professional Women; League of Women Voters; and the Toastmistress Club.

DR. CLARENBACH was born at Sparta and married Henry G. Clarenbach. They have three children: Sara 17, David 12, and Janet 8.

In addition to her assignment on the Governor's Commission, she is a representative on the following: the Wisconsin Governor's Advisory Council on Economic Opportunity; the Industrial Commission's Advisory Committee on Equal Employment Opportunity for Women; and the Conference Planning Committee to the Governor's Advisory Council on Home and Family. She has just recently been named Acting Chairman of the National Organization for Women.

CATHERINE CONROY, Milwaukee, a member of the Governor's Commission on the Status of Women, is the official representative of the Communications Workers of America, District 5, AFL-CIO. She is very well known in labor circles as one of the few women in official labor union representation. She will speak in the Saturday morning session of the conference and will be one of the leaders of the discussion group on employment.

Miss Conroy was born, educated, and now lives in Milwaukee.

ARTHUR M. G. MOODY, chief engineer, Trane Company, La Crosse, will also address the group at the Saturday luncheon in the Hall of Presidents, Student Union, La Crosse State University. He is the author of numerous technical articles in engineering journals and is an ordained deacon in the Episcopal Church.

The LaCrosse Tribune - September 25, 1966

Women Express Concern Over Retirement Pay 'Discrimination'

The Regional Conference of the Governor's Commission on the Status of Women passed a resolution here Saturday expressing "real interest and concern to the State Retirement Commission over the pending change in policies in regard to separation of retirement schedules for men and women and discrimination and inequality in retirement income for women."

In the summary address given by Dr. Kathryn Clarenbach, chairman of the Wisconsin Governor's Commission on the Status of Women, the conference also asked to be notified of any future regional meetings of the State Retirement Commission if such meetings are held.

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Summarizing the day's events, Dr. Clarenbach called the La Crosse conference the "best ever."

"This conference told me there was something to the slogan 'Lovely, Lively La Crosse,'" she said.

She commented on the geographic representation at the conference. Participants came from as far north as Eau Claire and as far south as Ferryville.

Dr. Clarenbach said that women in Wisconsin in 1966 still faced disadvantages and she pointed out that the removal of these disadvantages was a complicated process.

"But the equality of women is accessible and feasible," she said.

Dr. Clarenbach reminded participants that November elections were close at hand, and they should question national, state and local candidates on labor and employment opportunities for women, and about the pending legislation for the state retirement fund.

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She pointed to the fact that in Wisconsin the child's father, if at all possible, must sign for the child's driver's license. She referred to this as an incident of discrimination against women.

Summing up the conference, she referred to a statement made in the discussion group on employment—"Set up goals and go after them."

Ann Thomas, regional coordinator for the conference, noted that attendance during the day was about 150.

"I hope the representatives from area women's organizations will use the ideas and plans discussed here this afternoon in their groups' programs for this year. I hope they will turn ideas into action," Miss Thomas concluded.

Dr. Samuel Gates, president of the university extended a welcome to the group, saying that he knew that the women had arrived with some ideas of "what is" the status of women; and hoped that by the end of the conference that they would undoubtedly have many ideas on "what should be" women's status.

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Mrs. Aida Allness, university faculty member, introduced Dr. Clarenbach. "Many attitudes in respect to the mid-twentieth century women are out-moded," she pointed out.

She stressed that it is up to the women to make the best possible use of their abilities and opportunities to help make it possible for women to take their equal place in today's society.

"When we speak of continuing education of women we can also say the continuing education of the people."

Dr. Clarenbach pointed to several issues in this week's news as examples of positive action. She referred to the bill that passed in the House of Representatives, which in context stated that no state may discriminate on jury duty by excluding women jurors. In many states women are excused from jury duty merely on the fact that they are women. "To be excused is as insulting as being excluded from jury duty," Dr. Clarenbach declared.

She pointed to the women of the press who have been picketing for the right to enter the Press Club of Milwaukee, who insist that full professional recognition should be made of qualified press women.

She is also in favor of scholarship aid to be made available to the part time, or mature student, as well as to the younger full time student. The State Retirement Board of the State of Wisconsin recently called a public hearing, without proper public notice, according to Dr. Clarenbach. The purpose of the meeting was to make separate schedules for men and women, (CONT.) lowering the retirement fund for women, in order to balance their financial budget.

Dr. Clarenbach was responsible in helping to alert the women of the area on the proposed hearing and as a result the meeting was well represented by women. A motion was made to postpone any action until another public hearing could be scheduled and more investigation made.

Dr. Clarenbach also said that in many areas today women are regarded as second class citizens, especially in the field of employment, education and politics.

"We stack up badly in the field of education compared to other countries', Dr. Clarenbach claimed. "There are only four nations, for instance, which have a lower percentage of women who are medical doctors."

Some of the accepted myths by men and women which must be overcome are: A woman's place is in the home; mother substitutes are harmful; and the economic responsibility belongs to men alone.

Men are not forced to make a choice between career and marriage, and women should not be forced either.

"I do not believe that there are such things as men's jobs and women's jobs," Dr. Clarenbach stated. She pointed to several states as examples of those which no longer separate their job listing in separate columns for women and men.

Milwaukee Journal - October 2, 1966

Speakers Differ on Merits of State Women's Groups

By DOROTHY WITTE AUSTIN
Of The Journal Staff

Whitewater, Wis. — Women's clubs and status of women's commissions were criticized and defended at a regional conference on the status of women here Saturday.

It was the sixth of eight such conferences on state university campuses, and the first in which the commission was attacked on the grounds of inaction.

The speaker was Mrs. Marian McBride, a Milwaukee Sentinel staff writer, who said she had covered the status of women's commission since its beginnings and failed to see that it had accomplished anything.

"Maybe women talk too much and don't do enough," Mrs. McBride said.

She leveled the same charge against women's clubs.

Impatient With Clubs

"I am impatient with about two-thirds of women's clubs. There are only about 10 groups in the Milwaukee area which are doing anything worthy of mention as news," Mrs. McBride said.

Describing herself as an "activist," she took the occasion to call the Milwaukee Press club "archaic" for its refusal to admit newspaperwomen to membership. She has been one of the leaders of a group seeking to end the ban.

"Doctors, lawyers and dentists have always admitted professionally qualified women to their professional associations," she said.

Miss Marguerite Gilmore, chief of field services for the women's bureau of the labor department, said in reply that from the national viewpoint status of women's commissions had accomplished much. She listed:

New minimum wage laws, for both women and men, in Delaware, Indiana, Maryland, Michigan, New Jersey, Oklahoma and West Virginia.

Extension of a minimum wage law, on the books for women, to include men in Kentucky, Nevada, North Dakota and South Dakota.

Equal pay laws in Georgia, Maine, Maryland, North Dakota, South Dakota, Oklahoma and West Virginia.

Fair employment practices laws in Arizona, Hawaii, Massachusetts, Missouri, New York, Utah and Wyoming.

Miss Gilmore said status of women's commissions served an educational purpose, creating an awareness of problems which many groups then were able to work together to solve. She said day care centers were high on the priority list of the



Mrs. McBride *Miss Gilmore*

commissions and government agencies, including the women's bureau and the children's bureau.

Mrs. Vel Phillips, the only woman and the only Negro on the Milwaukee common council, was chairman of a panel discussion identifying community problems She said women should concern themselves with such continuing problems as substandard housing, displacement of families by expressways, parking and traffic, location and quality of schools, water pollution, job discrimination, pedestrian safety, street and alley lighting, food packaging, public transportation and sex education.

Let Views Be Known

"Those of us who are elected to office are very sensitive to your views, so let your views be known," Mrs. Phillips said.

She described techniques of community action, including letter writing to senators and newspapers, personal contacts with public officials, appearances before official bodies, public meetings with prearranged publicity and demonstrations. She said the purpose of the latter had changed.

"At first demonstrations were aimed at creating a public awareness of the problems which have been ignored so long. But now they are aimed at making changes on the spot, right now," Mrs. Phillips said.

The Milwaukee alderman listed as examples of effective community action the long battle against Wisconsin's ban on colored oleomargerine, the increasing community endorsement of planned parenthood, demonstrations against de facto segregation and efforts of neighborhood groups like the Walnut Improvement council, which sought to convert dusty vacant lots to miniature parks.

Future regional conferences on the status of women will be held at Superior Oct. 15 and at Platteville Oct. 22.

The Milwaukee Journal - October 3, 1966

Careerist Downgrades Equality for Women

Regional status conference hears conflicting views

By DOROTHY WITTE AUSTIN
Of The Journal Staff

Whitewater, Wis.—To the accompaniment of a certain amount of consternation, the sixth regional status of women conference here Saturday heard the most antifeminist speech at such a conference to date. One observer said the keynote speech struck the wrong note, set the cause of women's rights back more than 50 years.

Others said, more temperately, that the speech was at odds with the theme of the conference and the trend of the times.

Dr. Walker Wyman, president of the Wisconsin state university here, had welcomed the women on the stirring note of "revolutions remaking the world," and had said that in a democratic society all were entitled to equal access to the fruits of that society.

The dissenting voice, curiously enough, was that of a highly successful career woman, the slim, silver haired and charming Mrs. Catherine Clark, president of Brownberry Ovens, Inc.

Mrs. Clark said in the sweetest of voices that she had never embraced the idea of equality for women.

"How can there be equality when we women possess exclusively that tremendous privilege of child bearing and, almost exclusively, child rearing? Men's accomplishments and talents pale by comparison," Mrs. Clark said.

Asks Question

Mrs. Clark questioned the wisdom of women who challenge men in male areas, women who may earn more money or fame than the men they are married to or hope to find and marry. For such women she had a question:

"Is it really all that important that we develop to the fullest of our potential outside the home? Are we in danger of losing something of great worth? . . . Are we contributing to the loss of many desirable qualities in men?"

Mrs. Clark said there was strong evidence of a trend, that men were becoming more feminine and women more masculine. A doctor had told her, she said, that there was an increase of sexual impotence and homosexuality. She said that women who have formed aggressive habits and competitive ways, repel and destroy men.

"Are women creating a climate that adversely affects the younger generation?" she asked.

Mrs. Clark said her husband, Russ Clark, was a San Francisco bank vice-president and trust officer, a job of greater status and prestige than hers. She said she had made mistakes in her career that no man would have made, and that a man would have taken her company farther.

Disclaiming unusual business acumen, Mrs. Clark said she got into her bread baking business by accident. It began as a hobby and then she found she had "a tiger by the tail."

"I was lucky in having a husband who encouraged me, and then I was in too deep to back out, with money invested and employes who relied on me," she said. As a working mother she has suffered guilt and still does, she said.

Mrs. Clark suggested that women should work at the local level to improve their communities, to promote youth activities, cultural advances, to work as hospital gray ladies, to aid handicapped children, to take responsibility for pressing needs and problems in their communities and to work at all times from the highest ethics.



Mrs. Catherine Clark

A speech in contrast was that of Dr. Patricia Lanier, Kewaunee, who practices medicine with her husband, Andrew, and is chief of staff at Kewaunee Memorial hospital. She chose a line from Emerson as the theme for her luncheon speech.

" 'This time, like all times, is a very good one if we but knew what to do with it,' " she quoted.

The question, she considered, was what women should do with their lives when the children went off to school.

"Many allow themselves to die long before their bodies die; they are sick with frustration and somatic complaints," the doctor said. It was impossible, she added, to start a new life at 40 or 50 if you have to shut off your brain after school days.

Time to Change

Dr. Lanier said women were not doing what they could and should because of pressures at home and pressures from society.

"It is high time that women are treated as people," said the doctor.

"When a man does something silly, people say, 'Isn't that silly.' But when a woman does something silly, people say, 'Aren't women silly.' I resent this," Dr. Lanier said.

It was to be hoped that women could begin now, the doctor said, to teach their children to accept others as individuals, as human beings, whether male or female, black or white, Indian or oriental.

The doctor said she was aware that sometimes women made their own problems, such as the overemphasis on the married state.

"Society says that if you are not married there is something wrong with you. And that is wrong. That is the reason for the pressure on young people to find a mate and find one early. And that leads to other problems."

Dr. Lanier said that many career women were unmarried because they were highly selective, and many married women would have been better off if they had passed up marriage and done that which they had within them to do.

Great Needs

She reminded the women that the needs of society were tremendous in professional services of all kinds, including the field of medicine, and that some teachers and guidance counselors were doing society a great disservice in discouraging girls from doing the most and the best instead of the least.

"Medicine is not too hard for a woman, and it does combine well with home and family, even in general practice," she said. She said she remained in general practice because that filled the community need better than a specialty would.

The doctor said babies who were born now would have a chance of living to be 100, and in a life span that long a study time of 8 or 10 years was not too long to prepare for public service and keen intellectual satisfaction.

"If you have ever said to a girl, who asks about medicine, 'That will take too long,' I hope you never say that again," she said.

The Milwaukee Journal - October 3, 1966 (CONT.)

Dr. Lanier expressed the belief that machines would never supplant brains, that educated women would always find needs to be filled, but the greatest problems were apathy and boredom.

"The challenge and the needs are there. Now it is up to you," she said.

Conference Summary

Summing up the conference, Mrs. Kathryn F. Clarenbach, director of women's education for the University of Wisconsin and chairman of the status of women commission, said she could not agree with the keynote speaker's opposition to equality. She thought there might be some confusion here of the ideas of sameness and equality.

"It is possible for a woman to be educated, to achieve, and not to look, sound or behave like anything but a woman. There is no need to fear the loss of femininity unless you mean the loss of dependence, stupidity and frivolity," Mrs. Clarenbach said.

Miss Wynett Barnett, chairman of the conference, said the "day of debate" had been stimulating, but one element was missing.

"We are women of privilege," said Miss Barnett. "Where are the disadvantaged women, and how can we reach them?" It was the question which the conference did not answer, and which none of the previous regional conferences had answered.



What women should do with their lives was the theme of considerable discussion at the sixth regional conference on the status of women Saturday at Whitewater. Dr. Patricia Lanier, left, Kewaunee physician, chatted with Miss Wynett Barnett, chairman of the department of speech and theater at Whitewater State university, and chairman of the regional conference. Dr. Lanier was the speaker at the luncheon. —Journal Photos

The Milwaukee Journal - October 17, 1966

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Balancing Pots, Pans, Paychecks

Mrs. Keyserling outlines setbacks, progress in women's work force

By DOROTHY WITTE AUSTIN
Of The Journal Staff

Superior, Wis.—The eighth in the series of nine regional conferences on the status of women at Wisconsin State university here Saturday had two distinctions, one of which it could have done without. It was lashed by a blizzard, but the attendance of 100, regarded as phenomenal in the circumstances, paid tribute to careful planning and the presence of the most distinguished woman in the national women's rights movement, Mrs. Mary Dublin Keyserling, director of the women's bureau of the United States department of labor. Mrs. Keyserling brought her usual charm and tact, and a gentle manner which softened the impact of the latest statistics on women in the world of work.

As the morning's keynote speaker, Mrs. Keyserling brought a national and balanced view to the women's world scene, a rather mixed up affair of pots, pans and pay checks, of special privilege and painful discrimination, of notable progress and stagnation.

Income Vital Need

Mrs. Keyserling reminded the conference of the economic facts of life. She said that the 33 million women who worked last year could be divided into five groups, most of which worked because they had to work, to live.

Eight million were single and needed to support themselves.

Six million were widowed, separated or divorced, and most had little choice but to work.

Of the 19 million married women who worked, more than a fifth had husbands whose incomes were below the poverty level, $3,000 a year.

Another fourth of the 19 million had husbands whose incomes were between $3,000 and $5,000, not enough to provide an adequate living by current standards.

Mrs. Keyserling predicted that the trend to work would accelerate, but there were disturbing aspects to be noted.

"In the last 15 years there has been a significant and steady decline in the percentage of women in the professional, technical and kindred occupations. In contrast there has been a sizable increase in the proportion of all clerical and service jobs held by women," Mrs. Keyserling said.

Pay Gap Widens

The relative position of women in the job structure is reflected in their relative earnings, the economist pointed out. The gap between men's and women's wages has widened, and the median wage of women who work today, in year round and full time employment, is 59% of men similarly employed, as against 65% in 1955.

"This gap does not reflect inequality of pay for equal work nearly as much as it does the difference in the kinds of jobs we hold," the women's bureau director said.

On the other hand, she saw some progress, she said, citing the presidential directive barring sex discrimination in employment in the federal service, passage of the equal pay act, and inclusion of Title VII, banning discriminatory practices relating to sex as well as race, plus impressive gains in various states.

"The laws improving women's civil and political status alone, passed in the states last year, came to a total of over 280. The states which now have equal pay laws number 33, and 11 states prohibit discrimination in employment," she said.

These improvements have provided insights into barriers which still impede the realization of women's potential, Mrs. Keyserling said.

Stimulate Civil Guidance

"There has been tremendous improvement in educational and training opportunity for the mature women, but not enough improvement in the vocational guidance of girls. We do not begin to do enough to help them anticipate realistically the nature of the lives they can expect to live and to prepare themselves accordingly," she said.

She had seen some improvement in the services women need to cope with multiple roles which they elect to play, particularly in homemaker services, but little improvement with respect to day care services for children of working mothers.

Most dismal aspct of the scene was the lack of gain in terms of women's leadership in the legislative process itself.

"Only 2% of members of congress are women, whereas in Sweden more than six times as large a percentage of Sweden's parliament are women. Only 3% of state legislators are women, and in American cities over 30,000, only three or four have women mayors. The facts indicate that as far as the noble career of politics is concerned, there is no place for women to go but up."

Mrs. Keyserling predicted that the pattern of women's lives would become more diverse, that more women would play a multiplicity of roles, because the greater availability of services and advantages would make this possible. Hours of work would be shorter and more flexible, and more part time work arrangements would emerge. Increasingly, opportunity for continuing education would be tailored to the need of housewives, mothers and employed women. In time, she added, women would take their place in greater numbers at the council tables, in executive offices and in the political structure of the nation.

Study Current Issues

"Bold new horizons lie ahead because all of us will work together to reach them," Mrs. Keyserling concluded.

Mrs. Kathryn F. Clarenbach, recently chosen as the "woman of the year" by the Madison chapter of the Business and Professional Women's club, summed up the goals of the status of women commission in Wisconsin. As chairman of the commission, she had spoken at all regional conferences to date. She suggested women who are interested in progress toward equality and first class citizenship should:

Involve citizens who have not been involved, including young women, men, working women and really impoverished women. The message of equal opportunity for all citizens has not yet reached those who need to hear it, and what it can mean for the individual and for the resources of the country, she said.

Study specific issues, take a stand and communicate views to legislators on such subjects as:

Proposed changes in the probate code; recommendations of the recent home and family conference, including raising the marriage age for women to 18 and lengthening the time involved in divorce proceedings; labor legislation aimed to remove inconsistencies between existing state protective legislation for women and federal legislation on equality; a recent proposal by the state retirement board to set up separate retirement pay schedules, paying women less per month than men because women tend to live longer. The last of the nine regional conferences will be held at Platteville Saturday.

Speakers Listed for Status of Women Confab

Dr. Kathryn Clarenbach, director of education for women, University of Wisconsin, will be one of the key speakers for the Regional Conference of the Governor's Commission on the Status of Women to be held at Superior State University Saturday, Oct. 15.

The regional conference, to be held in the Sky Lounge of Rothwell Student Center on the SSU campus, is sponsored by the university in cooperation with the Governor's Commission, assisted by the Superior Woman's Club and the Superior Branch, American Association of University Women.

Other outstanding speakers will include Mrs. Mary Dublin Keyserling, director of the women's bureau, U. S. Department of Labor, Washington, D. C.; Dr. Wynett Barnett, chairman of the department of speech and theatre, Whitewater State University; and Dr. Gus Turbeville, chairman of the department of sociology, SSU.

Dr. Clarenbach is an outspoken advocate of economic, social and educational equality for women and holds many positions in organizations dedicated to the furtherance of those rights. She is chairman of the Wisconsin Governor's Commission on the Status of Women; temporary chairman of the National Organization of Women; member of the task force for the National Citizen's Advisory Council on the Status of Women; member of the Wisconsin Governor's Task Force on Economic Opportunity, and a member of the planning committee for the Governor's Conference on Home and Family.



Dr. Clarenbach

A graduate of the U of W whose MA and Ph. D. degrees were also awarded by that institution, Dr. Clarenbach majored in political theory, public administration, comparative governments and American institutions.

The regional conference is open to all interested persons, both men and women. Reservations, include luncheon in the student center may be made by calling the center office, 392-8271, extension 41.

The Milwaukee Journal - January 15, 1967

Panel Program Set on Equality for Women

"EQUALITY for Women—Bitter or Sweet" will be the theme of the Women's Court and Civic conference program on Wednesday at the Downtown YWCA, 610 N. Jackson st.

The morning program, beginning at 10 o'clock, will include the following speakers: Miss Mary Alice Cannon, dean of women at Marquette university; Miss Catherine Conroy, international representative, Communication Workers of America, AFL-CIO, and Miss Virginia T. Huebner, director of the equal opportunities division, Wisconsin industrial commission. Miss Francis L. McElligott, assistant to the chancellor of Marquette university, will be moderator.

A luncheon is planned for noon. The afternoon speaker will be Mrs. William McBride, Janesville, who is head writer for comedian Phyllis Diller. Her subject will be "A Funny Thing Happened on the Way to the Kitchen."

Capital Times - January 20, 1967

Study Committee Makes Report

Asks Change In Overtime Laws for Working Women

A special study committee has recommended that Wisconsin law require employers to pay time and a half overtime to workers who work more than 48 hours in one week, whether the workers are men or women.

In a lengthy report forwarded to the State Industrial Commission, the committee also recommended that all state and county employes be included under the state's overtime regulations.

The committee, composed of nine members, was appointed by the Industrial Commission to study the conflict in state laws regulating women's hours and the new fair employment practices law.

* * *

It was recently discovered that many sections of the women's hours law discriminated on the basis of sex according to the provisions of the fair employment law

Although the committee was heavily-divided on the recommendations, the majority asked the Industrial Commission to:

- Eliminate state regulations on the number of hours that can be worked in one week (present law forbids employers from working women more than 48 hours-a-week).
- Change the overtime law to require employers to pay time and a half to both men and women workers when they are required to work more than 48 hours-a-week.
- Include both men and women state and county employes under the overtime law.
- Change the state law to require employers to furnish "suitable transportation" for women who must work at night.
- Change the workings in the state statutes to eliminate any discriminatory references to men and women.

* * *

The overtime regulations and the inclusion of state and county employes were recommended on a 5 to 3 vote (1 abstention).

Another recommendation that would have required employers to pay time and a half after 40 hours of work starting July 1, 1968, lost on a 4 to 4 tie.

The recommendations will be considered by the Industrial Commission when it makes recommendations to the State Legislature for changes in the state law.

* * *

In its report the committee said:

"In addition to these overtime requirements, members of the committee discussed the advisability of a higher premium rate, such as double time after a fixed number of hours in the week, such as 60. Some thought was expressed that this added deterrent is necessary to protect workers unwilling or unable to put in long hours whereas others feel this added cost would place an undue cost burden on business competition with other states."

The report was signed by George S. Raithel, Assemblywoman Carolyn Blanchard, Marvin Brickson, Dr. Kathryn F. Clarenbach, Edward S. Friend, George Hall, Mrs. J. Martin Kotsche, Mrs. Vel Phillips, Mrs. Helen Taylor and Catherine Conroy, the members of the committee.

Report Urges New Women's Working Hours

Removal of state limits on the number of hours women may work is recommended in a report submitted to the State Industrial Commission.

The report, a product of more than a year's work by a special commission committee, also recommends that time-and-a-half pay be required for work in excess of 48 hours a week.

Commission Chairman Joseph Fagan Thursday called the report a "major achievement" and said it will be discussed with commission department directors and the legislative labor committees.

"What the committee is doing is drawing closer to the concept of freedom of the individual," Fagan said. The group, headed by George S. Raithel, Milwaukee, was formed to study the conflict between women and child labor laws and the state's fair employment practices law.

Under present law, women are allowed to work no more than nine hours daily or 50 hours weekly for day work or eight hours daily or 48 hours weekly for night work in certain industries, including stores, factories, restaurants and motels. Exceptions are allowed only with commission approval and only if overtime is paid.

The state now sets no limits on the number of hours men may work.

THE MILWAUKEE JOURNAL Friday, January 20, 1967

Keynote Speaker Demands Firm Stand

Martha W. Griffiths scheduled here for state-wide status conference

By DOROTHY WITTE AUSTIN
Of The Journal Staff

Madison, Wis. — Mrs. Martha W. Griffiths, Democratic representative from the 17th congressional district of Michigan, will be the keynote speaker at the state-wide governor's conference on the status of women. The announcement was made at the meeting Thursday of the status commission at the Wisconsin Center. The state-wide conference will be held on Monday, Mar. 27, at the University of Wisconsin—Milwaukee.

Mrs. Griffiths has had several "firsts" in her political career. She was the first woman elected from the 17th district, the first woman appointed recorder and judge of the recorder's court, a criminal court in the city of Detroit, and the first and only female member of the powerful house ways and means committee. She has also served in the Michigan legislature.

Battles in Congress

Mrs. Griffiths is known as the outstanding champion in congress for the inclusion of women as full partners in all social security regulations. At the national conference on the status of women in Washington, D. C., last summer, she said:

"These unfair, unequal (social security) regulations are based on the myth that the man supports the family and the women in the home have no value whatever. It is imperative that it may be made clear also that when a woman works she has the rights of any worker; fringe benefits, be they from the employer or the government are due her on the same basis as any worker."

On that occasion she also said it was her fondest desire to live long enough to see a woman stand before the supreme court of the United States and have the justices tell her, "The 14th and 5th amendments apply to you as well as to the male members of our citizenry."

She said there never had been a clarification of the term "men"; the legal reference has been literal, as though "men" were a specific term which excluded women and not as if it were a generic term referring to human beings.

Pension, Social Security

Mrs. Griffiths has said that she intends to fight for equities for women in the civil service pension system and in the social security system as it applies to women. She has been a member of congress for 12 years.

She acknowledged that she is known as "outspoken."

"I am afraid that is true, but women have got to be," she said, "if they are ever going to get anywhere. They simply have to learn to speak up."

She said she had a report on the social security fund, which she said had grown far beyond anything that was anticipated, and the reason was that the number of women entering the labor force was incorrectly estimated.

"When a woman enters as a worker, all she is doing is paying taxes. She doesn't draw on it (the fund) in the same way that a man does. She cannot draw both as a wife and as a worker, so one part of the tax is just gravy.

"A woman can't leave her share to her husband, the way the social security system is set up. It is set up on the basis that the only workers are men and they are all married. It assumes that wives are not working," the congresswoman said.

Describes Her Job

If a working mother had worked enough quarters, the fund would take care of her children, Mrs. Griffiths said, but it would not take care of her husband.

"I would hope that a woman who pays into the fund could leave a proportion of it to her husband," she said. "And that is a defect of the civil service system as far as women are concerned. I am paying into part of a pension to Jackie Kennedy but they are not paying anything into a pension fund for my husband, and I am sure he will need it more than she does," she said.



Martha Griffiths

Mrs. Griffiths once wrote a Michigan teen ager that she believed a woman would soon run for and win the vice-presidency and ultimately the presidency.

"The woman that is chosen will be adept in many things, particularly in business and in law. She will have to be an outstanding human being and excel her fellow man. It will be a great day for our country and for the world when this happens, because a woman will bring to the presidency a different point of view on all phases of life."

On a visit to Milwaukee a year ago, the congresswoman described her campaigning with a three room trailer, driving around the streets of Detroit covering her congressional district. Originally she had not planned to drive the trailer herself, but her husband, a Detroit lawyer, casually remarked that she would, so she had to. She stopped the trailer in every block of the district and invited the neighborhood in for fruit juice, cookies and political conversation.

She was frank to point out the hard work in a congresswoman's life, and described it as a 14 to 16 hour a day job.

Capital Times - December 16, 1965

Asks Federal Rule Suspension

State Acts to Settle Issue In Sex Bias Labor Problem

A federal agency will be asked to suspend one of its rules until Wisconsin settles a sex bias labor standards problem.

Wisconsin's handling of the issue could set a pattern for the nation, federal officials have said.

An advisory committee to the state industrial commission agreed Wednesday to ask for the rules suspension. The committee is trying to settle conflicts between fair employment laws and the laws setting hours and working conditions for women.

The problem centers on whether an employer, who refuses to hire or to promote a woman because of legal limitations on the hours she may work, is violating laws prohibiting employment discrimination on the basis of sex.

The committee will ask the federal equal employment opportunity commission to suspend a rule permitting federal intervention in cases of alleged sex bias in employment where a state has not acted within 60 days after receiving the complaint.

Several such cases are pending before the commission and their solution within the 60 day limit is impossible, Gene Rowland, state industrial commissioner, told the committee.

Rowland said a suspension of the time rule would permit the state to settle differences between its own laws without the possibility of a federal ruling which might undermine the state laws.

"They're both good laws," Rowland said of the state's fair employment and labor standards laws.

The AFL-CIO is planning a conference to learn the views of union leadership in the state on the problem, George Hall, AFL-CIO secretary-treasurer, told the committee.

Hall, who also serves on the advisory committee, said he would attempt to schedule the conference for Feb. 10 in Milwaukee.

This would allow for presentation of a report from the conference at the governor's conference on equal employment opportunity, scheduled for Feb. 11 in Milwaukee, Rowland said.

Milwaukee Journal - January 14, 1966

Pauline Frederick to Speak at UWM

MISS Pauline Frederick, United Nations correspondent for NBC radio and television, will be the keynote speaker at the second annual "Women in Action" conference at the University of Wisconsin—Milwaukee, it was announced Friday. Miss Frederick will speak on "Women's Role in World Affairs," stressing the involvement and responsibilities of women in the international scene.

The conference, a daylong program on May 14 at the UWM student union, will enlarge on the theme in afternoon sectional discussions. Miss Dorothy Miniace, coordinator of women's education and chairman of the conference, said the program's continuing purpose was to "encourage the efforts of women to promote and strengthen the welfare of all citizens."

Co-chairmen of the conference are Mrs. J. Martin Klotsche, wife of the UWM chancellor, and Miss Charlotte Wollaeger, dean of women.

The keynote speaker was named in a recent Gallup poll among the "ten most admired women in the world."

Award Winner

Miss Frederick has compiled an impressive list of awards, which seem to accumulate with the years. She has received the Peabody award for distinguished journalism, the outstanding woman in radio award, the Theta Sigma Phi National Headliner award, the Radio Daily "All-American Woman of the Year" award.

She is the only woman elected president of the United Nations Correspondents' association. She has received nine honorary degrees from colleges and universities.

Her achievements and her ease now do not reveal her early discouragements and disappointments in her up hill struggle in one of the most conservative of the male dominated areas of work, news reporting.

For years she was a stringer for ABC. Many times she could have done "woman's angle" interviews or shows, but she maintained her view that there was no women's news or men's news, there was only news for all the people.

Once ABC sent her to London, without pay, to cover the maiden voyage of the Queen Elizabeth and its star studded passenger list. When she had accomplished the assignment, she thought that might open the door to a regular job on the news staff. It did not. Many times she was almost ready to give up trying. But not quite.

Big Break Arrives

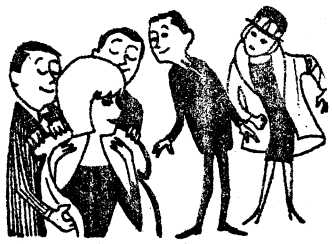
The male objection seemed to be that a woman's voice carried no authority, that listeners and viewers would not take a woman news correspondent seriously. Nevertheless, she persisted.

The break came, she said in an interview with a Journal reporter on a Milwaukee visit several years ago, when two stories broke at once. One was a dock strike and the other was a United Nations story. Because she was a woman, she was not sent to cover the dock strike, with its implicit threat of violence. Instead, she was sent to the UN, and has been there ever since, except for news covering jaunts abroad.

She has covered the Nuremberg trials, the Big Four foreign ministers' conference, national political conventions and elections. She now has a daily radio news program and appears three times a week on "Emphasis," as well as being available for UN reports on other radio and TV news programs.

"We play every day by ear," she once said in an interview.

Miss Frederick majored in political science at American university and later received a master's degree in international law. She is a member of the Overseas Press club, Women's National Press club, American Women in Radio and Television and Radio and Television Correspondents' association.



The woman too quick to wait on herself finds the fellows turning to the helpless ones.



Pauline Frederick

Milwaukee Journal - February 6, 1966

Wisconsin Women Make Action Report

Regional conferences at universities now planned for spring, fall

By Dorothy Witte Austin
Of The Journal Staff

Madison, Wis.—Interest in the progress of women toward full partnership with men gathered momentum last week as the governor's commission on the status of women extended support to related meetings in planning stages throughout the state. In a meeting at the Wisconsin center enthusiasm quickened as announcement after announcement showed the extension of the commission's influence. Ripples of applause greeted news of regional conferences on the rights and responsibilities of women scheduled at state universities in spring and fall, the annual education forum to be co-sponsored in June by the University of Wisconsin extension division and the Wisconsin Federation of Women's Clubs with the same theme, the Mar. 15 meeting co-sponsored by the commission and the Milwaukee Council of Jewish Women, the second annual "Women in Action" program planned by the University of Wisconsin—Milwaukee for May 14, the "women in science" conference in Madison Mar. 19.

Applause and laughter also greeted an announcement by Professor Robert Schacht of the UW extension division that one of the adult seminars this summer would be devoted to a related problem.

Encouraging Happenings

"The seminar will be called, 'What's Happening to the American Male?'" he said, chuckling.

Other developments were also on the upbeat side.

For the first time, commission members received stationery, printed with their names. It was delivered to the meeting and greeted with another appreciative round of applause.

The commission report, "Wisconsin Women," is being reprinted. The guidance and counseling division of the state department of public instruction will send copies to high school principals and guidance counselors in the state.

The commission operates without a budget, but Mrs. Kathryn F. Clarenbach, commission chairman and director of women's education for UW, negotiated a loan from the university with the prospect of selling 7,500 copies at 50 cents each. Her office has a backlog of several thousand requests.

Triple Purpose Plan

Mrs. Clarenbach announced the three purposes of the commission as worked out by the executive committee composed of five committee chairmen:

To share more widely the recommendations and objectives of the governor's commission on the status of women. Many commission members serve as speakers explaining the work of the status commission to interested groups.

To learn from people in local communities more about the problems women face in fulfilling the responsibilities of our times, and a deeper awareness of their reactions to the recommendations of the status commission.

To establish local or area-wide groups which can follow up activities and implement proposals, assemble resources available and problems to be solved.

Reporting for the education and counseling committee, Prof. Schacht said committee members were working with WHA-TV to outline a series of taped TV "specials," which would be available to state educational and commercial channels. The series would depict the problems, pressures and conflicts girls face at six stages, in elementary school, where they may see in text books certain stereotypes; in junior high school, where counseling they receive may be traditional and limited; in high school, where they may find conflicting pressures from teen age magazines, parents, teachers and peers; in college, where they face the conflict between graduate work and marriage; in early marriage, where the demands of motherhood and self-realization may seem to be in conflict, and in maturity, with its own set of pressures and demands.

Miss Mary Manning, Chicago regional chief of the women's bureau of the U. S. department of labor, reported on work in the midwest of other status commissions, and on concerns at the national level.

Miss Manning said Secretary of Labor Wirtz was concerned about the problem of domestic or household help, and that attempts were being made to work out a program for the upgrading of household employment, training of domestic workers and education of their employers.

"Minnesota has adopted a code, now widely used in Chicago and throughout the country, which gives the basic outline of the responsibilities of both the employe and the employer," she said.

She said many women resisted and resented going into household work because they felt it had a stigma, and was a "vestige of slavery."

Milwaukee Journal - February 6, 1966 (CONT.)

Miss Katherine Gill of the Vocational and Adult schools said there were no domestic training programs now because nobody would enroll in them.

"They will enroll in the brides' courses, but that is all," she said.

Miss Cynthia Stokes of the state welfare department said that every county had hired persons to teach household work, and that half the counties had implemented homemaker services, but that such workers worked only with families on public assistance.

"Now, no fee charging is possible," she explained, "but with enabling legislation it would be possible to offer homemaker services across the community."

Several commission members attested to the difficulty of finding household help. One said she and four friends had devised a solution that worked for them. They hired one woman, full time, between them. The woman received $1.50 an hour for a 40 hour week, transportation, a Christmas bonus, a week's paid vacation, accident insurance and social security benefits. The employee was satisfied with her job because it offered more variety than factory work.

Miss Stokes said there had never been a more exciting time in welfare work, that there was a feeling abroad that all social needs could now be met, through federal funding, and that enabling legislation would be introduced when the legislature reconvenes.

Work Laws Study

Miss Manning said conferences co-sponsored by the unions and the Women's Bureau of the United States department of labor were in planning stages, and that the conference would deal with equality in employment for women. Also in the planning was a subsequent conference sponsored by the women's bureau and management leaders.

"The unions are now working on 14-B of the Taft Hartley bill, which permits states to have right to work laws and which precludes collective bargaining agreements over closed shops. When they have that resolved, we'll go ahead with conference plans," she said.

Commenting on the work of other status commissions, Miss Manning said that the Minnesota commission was co-sponsoring a conference, "Women on the Move," with the Minnesota Council of Jewish Women on March 28 in Minneapolis, much like that planned by the Wisconsin commission and the Milwaukee Council of Jewish Women.

"Mundelein college will be a host at a widely representative conference on the status of women on April 28 and 29, which will lay down guidelines for later regional conferences," she said.

The regional bureau chief said that the Iowa commission was sponsoring a consumers' congress at Council Bluffs this spring.

"One commission member in Iowa concluded that the lot of the working woman in Iowa was more difficult than that of the Negro," she reported.

In Michigan there is a move to have the commission established permanently by the state legislature, to give it greater force, and do away with the necessity of starting over every two years, Miss Manning said.

Milwaukee Journal - February 13, 1966

Employers Feel Heat on Job Discrimination

By LEON HUGHES
Of The Journal Staff

Employers and unions "are beginning to see the light and feel the heat" when it comes to job discrimination against Negroes and women, it was suggested here lst week at the govenor's conference on equal employment opportunity.

The presence and participation of 700 business and labor leaders tended to bear out that statement. They jammed the assembly halls of the Holiday Inn Central to get information on complying with federal and state fair employment laws.

Speakers from the federal equal employment opportunity commission and the state industrial commission put the emphasis on voluntary action, but the "heat" was there, too—the implied threat of government action if companies and unions failed to comply.

Good Start in State

"The job can best be done at home," said Richard A. Graham, a former Menomonee Falls industrialist who is now a member of the federal commission. But he left little doubt that the federal government would do the job if it had to.

Graham said Wisconsin had done as much as any state in promoting fair employment. "It's a good start," he added. "I hope that together we can provide direction for other states."

"Federal legislation has encouraged the states to do more themselves," he said at another point.

Gov. Knowles and the industrial commission are anxious to keep the enforcement of fair employment laws under state jurisdiction if possible.

Pressing for Jurisdiction

The federal commission has the power to cede jurisdiction to state agencies if it is satisfied with the work they are doing. No such arrangement has been made with any state to date, but Knowles is pressing for one. There were hints that it would be granted within the next few weeks.

The federal commission administers title VII of the 1964 civil rights law—the section that bans discrimination on the basis of race, color, creed, natural origin or sex.

In the seven months since the commission went into operation, 80% of its cases have involved charges of racial discrimination and 18% discrimination against persons because of their sex.

Most of the sex cases involved women, but a few were filed by men. One man complained because women were allowed to wear rings while at work and men were not.

12 Cases of Women

Miss Virginia Huebner, director of the industrial commission's equal opportunity division said most complaints she received were of discrimination against women.

She said the federal commission had referred about a dozen complaints to her agency and that all were sex cases. An industrial commission trial examiner last week issued the first findings ever made in a sex discrimination case in Wisconsin.

He recommended that Miller Brewing Co. be found guilty of discrimination for paying men and women different wages for the same work.

Another case, involving A. O. Smith Corp., will come to trial before a commission examiner here Tuesday. It is based on denial of a job assignment to a woman.

Different Techniques

Graham said he had observed that employers and unions in the north and south used different techniques to discriminate against Negroes "but the results are about the same."

"In some ways, discrimination in the south may be more easily corrected than in the north," he added.

A common method of discriminating in the south is to set up separate lines of progression for Negroes and whites in industrial jobs, "with the Negro lines leading to dead end jobs," he said.

"We think we are finding ways to prevent this," Graham added.

He said more subtle methods were used in the north and that they might be harder to cope with.

Graham and other conference speakers said much of the discrimination against women was based on myths.

Less Female Turnover

Contrary to popular belief, they said, women have less turnover and no more absenteeism than male workers.

"Most people don't know that the most stable worker is the woman who has had her children and gone back to work," Graham said.

He said many state laws restricting the hours and working conditions were outdated and some conflicted with the federal law.

Wisconsin's law, for example, limits women to 50 hours on most daytime jobs and 48 hours at night but there is no restriction on men's hours. Miss Huebner said the state had had to grant waivers of the law to keep companies from violating the federal law.

Some Employers Worried

An industrial commission advisory committee will meet here at 10 a.m. Mar. 3 at the state office building to recommend revision of the state law on women's hours.

Although they weren't saying much about it, some of the employers at the conference probably were worried about their wage policies.

Surveys have indicated that wage differentials based on sex are widespread, despite the fact that they are banned by state and federal civil rights laws and the federal equal pay law.

Graham said the median income of women workers was only 59% of that for men.

He said many employers had adopted a "wait and see" attitude rather than eliminate the wage differentials and other discriminatory practices. "There is some danger in this," he said, pointing out that they could be ordered to pay back wages.

Marquette University Tribune - March 16, 1966

Former MU Graduate Speaks On Women's Role in Society

By Cheri Ellis

Today's woman should prepare herself to play a threefold role in society. She finds her identity in the family, the world of work and the community. This is the opinion of Dorothy Witte Austin, writer for the Milwaukee Journal and graduate of Marquette's College of Journalism. Mrs. Austin spoke March 9 on "The Elements and Aims of a Woman's Education."

The educated woman is an important force within the family. It is the mother who is consulted by all members of the family. It is she who is instrumental in forming their ideas and guiding their actions. Woman is no longer barred from the world of work. If her inborn desires and talents lead her to a particular line of work, then it is her duty to realize this potential. Within the community she will be an asset to her friends and neighbors. Her education serves her well in her attempt to help others.

Mrs. Austin, herself a mother and a career woman, examined the role of the working wife. She whole-heartedly approves of woman's right to extend herself beyond the home and refutes classic arguments condemning this right.

Mrs. Austin maintains that women are ideally equipped to run both a home and a job. The dual task is strenuous, but not too hard for the dedicated woman. Some accuse the working wife of shattering the male ego, but Mrs. Austin denies this. She describes the ego as expressing a need for flattery and appreciation, which is characteristic of the female as well as the male.

Others criticize that a woman should be where the family is. "But," Mrs. Austin asks, "where is the family?" The husband is wrapped up in his job and except for the first six years, the children are content to enjoy the sole companionship of their peers. She is left to her isolated home a great deal of the time, where she can easily become out of touch with the vital world around her.

Mrs. Austin commented that all too often, the idle housewife, in her depression, may turn to alcohol or the husbands of her friends to end her boredom. Absorption in some productive work will limit such emotional problems.

Mrs. Austin emphasized that in the national outlook things have never looked better for American women. They have the complete backing of the U.S. Federal Government, which is looking for qualified women to fill top jobs. Work is opening up to female applicants in fields which have historically only employed males. There have never been so many opportunities open to women of all ages. Although the combination of a marriage and a career isn't advised for every woman, Mrs. Austin concluded that every woman must have the right to make her own choice.

April 15, 1966

Commission on Status of Women To Meet

The Governor's Commission on the Status of Women will meet in the Wisconsin Center on Wednesday, Apr. 20, Dr. Kathryn Clarenbach, commission chairman, announced Wednesday.

Members will hear progress reports on regional conferences and meet in committees for lunch.

Special guests will report as follows: Mrs. Mary Jane Day, Madison, "Women in Community Service and Girls Job Corps;" Judge Ervin M. Bruner, "Project Head Start in Dane County and Wisconsin;" Mrs. Gene Boyer, "Mayor's Commission on the Status of Women in Beaver Dam;" and Miss Catherine Conroy, member, advisory committee to the Wisconsin Industrial Commission on Equal Employment Opportunity for Women, "Wisconsin Labor Standards and Title VII, Civil Rights Act."

Meetings will begin at 9:30 a.m. and continue until 2:45 p.m., according to Dr. Clarenbach, who is director of women's education for the university.

Even Smart Women Face Employer Bias

By RONALD I. DEUTSCH
(Associated Press Writer)

NEW YORK — A Columbia University professor said Thursday that most employers still prefer "dumb men to smart women."

The professor, Dr. Eli Ginzberg, a manpower expert, sounded a call for sweeping changes to help educated women overcome what he said are prejudices against them and live a more balanced life.

Ginzberg, who heads the President's National Manpower Advisory committee, contended modern society hasn't faced up to the potential of married women in a man's world.

He debunked a view held by some social critics — many of whom are women — who argue that women today are torn between the home and the outside world and don't know which way to turn.

Best of Both

"All those people who have been harping about women's problems and conflicts have made this up largely out of their own imagination," he said in an interview. "Many women nowadays are able to have the best of both worlds and there is no reason why they shouldn't."

Ginzberg presents evidence for his thesis in a book released Wednesday entitled "Life Styles of Educated Women" in which he examines the views of 311 women who pursued higher education at Columbia University over a 6-year period.

While acknowledging that the study was based on women with above - average means, he argued that they will become typical of women of the future as more and more women pursue advanced learning.

"Three-quarters of these women did not regard their lives as being full of frustrations," he said. "In fact they were willing, given the chance, to fulfill their potentiality outside of the home."

Proposals Made

But, Ginzberg suggested, shortsightedness on the part of employers, the federal government, and universities in their attitudes is hampering women in attaining such a goal. Ginzberg made these proposals:

ONE. Congress should liberalize tax laws to permit deductions for the expense of household help for women engaged in professional employment outside the home.

TWO. An organized effort should be made to provide reliable household help to free married women for outside employment.

THREE. Universities should show more flexibility in permitting married women to complete graduate studies.

FOUR. End the rules that prohibit husband and wife from working together in the same company or campus.

Ginzberg pointed out that 24 million women are now employed each day on a full-time or part-time basis.

"And, if the war in Viet Nam continues to mushroom," he added, "the only significant labor force available may be women."

Milwaukee Journal - May 15, 1966

'Women in Action' Hear Peace Pleas

Three out of four speakers at the second annual "Women in Action" program at the University of Wisconsin—Milwaukee Saturday strongly criticized the American position in Vietnam. The fourth did not comment on foreign policy.

Miss Pauline Frederick, NBC's reporter at the United Nations, said the United States should have recognized Red China long ago, should not have tried to prevent its admission to the UN, and likened an anti-communism crusade to the religious crusades in which Christians tried to wipe out Moslems.

Miss Frederick said the Vietnamese people had known only war for 25 years and were offered continuing war to solve their problems because they big powers could not make peace with one another.

Questions War Need

She asked whether Vietnamese children who grew up with half a face or less than four limbs would remember that it was the Vietcong who were at fault, or would blame the white man from the civilized west.

"Why is there a war at all, when the three major powers emerged from World War II to take a solemn pledge to save succeeding generations from the scourge of war?" she asked. "That was supposed to be a commitment to humanity 20 years ago, years before any



Dr. Spock *Miss Frederick*



Miss Tillett *Miss Dean*

promise to help a premier in Saigon against his enemies."

Besides Miss Frederick, anti-Vietnam positions were taken by Dr. Benjamin Spock, the Cleveland pediatrician, and Mrs. Vera Micheles Dean, professor of international development at New York university. The fourth speaker was Mrs. Gladys Tillett, American representative on the UN status of women commission.

1,000 Attend Session

More than a thousand women attended the daylong conference. Eight hundred were preregistered for the luncheon, and several hundred more came for specific speeches.

Sister Mary Jeanine, head of the sociology department at Cardinal Stritch college, received the second annual "women in action" award presented by UWM in recognition of her participation in the Selma (Ala.) march.

Next year's award, it was announced, will go to the women's club or group which presents the most effective program or series of programs aimed at world peace.

Dr. Spock, who is a Western Reserve university professor of child development, expressed concern for the "kind of children we are raising in the cold war."

Cites Psychological Hazards

He described the physical and psychological hazards to children who grow up subject to fallout and to a climate of suspicion and hostility to other people who are described to them as completely evil adversaries waiting for a chance to annihilate their country.

Co-chairman of the committee for a sane nuclear policy, Dr. Spock said the peace organizations were mostly parents, and a handful of university professors and students, and were far outnumbered and outweighed by the forces which tended toward escalation and war, including the military industrial complex.

Among his suggestions to parents:

Give children a balanced point of view, a non-malevolent point of view, picking if possible the less alarmist interpretations of what is going on in international affairs.

Emphasize American strengths, the fact that America has more military power than all its adversaries put together, and that the UN has served us well when the great powers have been able to get together.

Emphasize at home and at school that even though we disagree with the Communists, they are people. They are not malicious devils.

Bring up children to think in terms of service to their country and society and to the world.

Mrs. Dean, who is also a UN correspondent for India News and Feature Alliance, said Americans should not expect other countries to repeat the American experience because it was "unique and unrepeatable."

Mrs. Dean said there was "no such thing as love between nations" and American government officials should learn that fundamental of international relations.

"That is why I am coming around to the position that international aid, through international agencies like the World Bank, is far better than national aid," Mrs. Dean said.

Mrs. Tillett asked the audience to write their congressmen and insist on the ratification of three human rights conventions, signed by all but a few recalcitrant nations, among them the Union of South Africa, Yemen, Spain and the United States.

"We are not in good company there," Mrs. Tillett declared.

Milwaukee Journal - May 16, 1966

Persistence and Responsibility Will Open Doors to Women

By DOROTHY WITTE AUSTIN
Of The Journal Staff

THREE distinguished women who spoke at the University of Wisconsin—Milwaukee Saturday, though widely different in personality and background, discovered they had much in common.

Miss Pauline Frederick, the NBC reporter at the United Nations, Mrs. Gladys Tillett, the United States representative on the UN status of women commission, and Mrs. Vera Micheles Dean, professor of International development at New York university, agreed that the road to success was charted by persistence.

They also agreed that women, half the human race, had the same responsibility that men have in world affairs. They were more interested in talking about responsibility than about rights, more interested in human rights than women's rights.

The occasion was a glittering one, graced by the charming Mrs. Warren K. Knowles, the governor's wife, and attended by more than a thousand women, representatives from women's organizations in the Milwaukee area and from Appleton, Green Bay, Wausau and other state cities. They saw a great show and heard many a challenge.

Distinctive Personalities

The personalities and platform manners of the three women speakers varied considerably. Miss Frederick was low voiced and quietly forceful, more animated in her manner than TV viewers recalled, projecting more warmth and conviction in her speech than in her dispassionate repertorial style.

Mrs. Tillett was sweet faced and sweet voiced. Rather dowdy in a black suit and black straw hat, with little or no makeup, she seemed colorless until she began to talk, and then that warm, honey toned North Carolina voice, dripping gentility and magnolia, charmed the group.

Blond, Russian born Mrs. Dean, who has a spectacular four way career, relaxed and feminine in a soft suit offstage, emerged as the most dynamic speaker of the day.

Mrs. Dean said in an interview she never would have done what she really wanted to do, and what events proved she could well do, if she had listened to her first Radcliffe adviser.

She was told in shocked tones that she should not try to go into a field like international studies because there were no jobs for women in this field. And she was sent home like a naughty child to think it over.

However, she returned and took her Ph.D. in international development.

The day after she had her Ph.D., she took a fairly important job as assistant editor of the Foreign Policy association.

"I was lucky all the way along," she said.

But she has also worked hard.

"Usually I have four jobs going," she said, "and one rests me from the other."

She teaches at the university, lectures, writes and edits. She has not graduated from one to the other, but has pursued all four tasks from the beginning of her career.

She also raised two children, virtually alone, since she lost her husband when her second child was two.

Her son, William J., became a lawyer, and her daughter Elinor, became a lawyer's wife.

Look at Tomorrow

Asked to speak on "Tomorrow's perspectives," she unhesitatingly advanced her view of the four main aspects of the future:

The tail end of ideological wars, which have been rending the world since 1917.

The end of colonialism, including the Vietnamese affair, save for a few enclaves. Hong Kong and Rhodesia and even the Arab peninsula would present a few problems, but the Union of South Africa, a sovereign state, would be more difficult, she thought.

A new kind of world revolution, not ideological, but a revolution of the poor against the rich.

Various forms of international organizations, like the common market. "The future belongs to international endeavors," said Mrs. Dean, "and that does not mean that nationalism is dead, but that international organizations will serve common purposes."

Mrs. Dean said that Americans were very emotional, that they had swung with dizzying speed, from a position of military isolation in World War II to a self assured belief that the gods have called on us to assume control of the western hemisphere and the world.

"We think by our intervention we can dominate the course of events in other countries, but we will have to learn the limits of our power," she said. "We cannot create international institutions in other countries."

No Feminine Trend

Miss Pauline Frederick's story was perhaps the best known. With solid preparation in reporting and political science, Miss Frederick refused to be shunted off on various tangents regarded as "suitable for women," refuesd to accept the broadcasting companies' verdict that a woman could not report and announce the news because her voice would not carry authority. But she persisted, made her skills available and worked for nothing on occasion.

Now, slim, elegant and recently blond, with her suit coat worn casually over her shoulders, she does a good deal of traveling and talking. She was on her way to Honolulu, she said, to attend an international meeting of broadcasters.

Asked whether she felt that her success made it easier for the next woman who tried to break into broadcasting, she said it was hard to be sure.

Milwaukee Journal - May 16, 1966 (CONT.)

"It is true that there are more women in broadcasting now, but it is not easy. It is still far easier for a man to make it. I don't think there's any kind of a trend to hire women," she said.

More Cultural Attaches

Mrs. Tillett has a sweeping knowledge of women's lives around the world, acquired through her travels for the UN conversations with many women at regional conferences.

What she had to say of the progress of women was not all honey, however.

"Some women in our world are still in the darkest of ages," she said. "They can be inherited like cattle, or sold like slaves, when they are still children, for a substantial dowry to a rich man who already has a number of wives."

She said it was her hope that the government would appoint more women as cultural attaches, to make contact with women of other countries, who were very eager to exchange ideas.

She said the progress of women was conspicuous in some developing countries because the countries themselves were moving so swiftly and needed and welcomed the best efforts of all their citizens. But the women in many countries of South America were in a sorry plight, and were demanding revision of restrictive and unjust family law.

Of her own career, she said that the patience and persistence one learns in politics was immensely useful in her present work.

June 3, 1966

Boost Women's Pay, State Urged

Changes in the state minimum wage law for women and minors were recommended Thursday by the wage advisory committee of the state industrial commission.

The committee recommended making the minimum wage uniform at $1.10 an hour for all women workers. Those in cities under 1,000 population now have a $1 minimum.

The committee recommended including minors 17 and over in the proposed $1.10 category, and recommended a uniform minimum of 85c an hour for all other minors. Those in the smaller cities now have a 75c minimum.

The changes would apply to 320,000 persons. William Kasakaitis, legal representative for the Wisconsin Farm Bureau, opposed including farm workers in the changes, saying migrant workers were less skillful and talented than others.

Lawrence Reno, a representative of the state AFL-CIO, told Kasakaitis that the committee was not concerned about how skilled or unskilled workers were, but whether they were making a "living wage."

"I don't care whether they pull weeds, fry hamburgers or whatever," Reno said. "All I care about is whether the minimum wage is high enough for them to earn a living."

The committee discussed raising the minimum wage, but decided they needed more information before taking any action.

An increase probably will be recommended at the group's meeting July 11 in the Hill Farm state office building, Madison.

Says Driver Law Insults Mothers

[1219 Rutledge St., Madison, June 7]—It has been a long time since I have had my dignity more affronted as a citizen, as a parent, and as an individual as I recently had when applying for a temporary driver's permit for one of my sons.

Our State Legislature has by law forbidden the mother of a family the legal right to sign for his permit unless there is no father. Consequently, those of us who do have a father in the family are not allowed to jointly accept the legal responsibility of our own children. This means, when father is working during the hours when application must be made, as most fathers are, a signature must be obtained from father and then notarized. Then, a mother may drive her son or daughter out to apply for a temporary license.

When I questioned the purpose of this legislation, we were told by a state employe that after all, father is the breadwinner of the family. What kind of an antique state or rather, what kind of antique state legislators do we have in Wisconsin?

I am not objecting so much to the inconvenience of this law, great as that is, as I am to the affront to my personal dignity and to my rights as a parent. I want to accept an equal responsibility for my children. I want to share all responsibilities for my children. I expect to have a legal right to this responsibility. I challenge the State Legislature to recognize this right and this desir —Mrs. R. J. Hennen.

7 CONGRESSWOMEN DEPLORE JURY BIAS

WASHINGTON, June 21 (AP)—Seven women members of Congress urged President Johnson today to go beyond his present recommendations for wiping out sex discrimination in jury service.

The group included Representative Martha W. Griffiths, Democrat of Michigan, who returned to her attack on the Equal Employment Opportunity Commission for what she termed blatant disregard of the law prohibiting employment advertising that discriminates by sex.

The seven women members expressed "great disappointment" that the Administration's new civil rights bill dealt only with outright exclusion of women from juries in three states, and not with what they called a variety of sex distinctions in jury service permitted in 25 other states. The three states excluding women were listed as Alabama, Mississippi and South Carolina.

The other women lawmakers signing the complaint were Senator Margaret Chase Smith, Republican of Maine, and Representatives Frances P. Bolton of Ohio, Catherine May of Washington and Florence P. Dwyer of New Jersey, all Republicans; and Julia Butler Hansen of Washington and Patsy T. Mink of Hawaii, both Democrats.

Beaver Dam Paper - July 19, 1966

City Council Balks At Lady Bartender

City Grows Again, Bogda Land Added

Lady Bartenders?

Members of the Horicon city council at their regular monthly meeting Tuesday night, July 12, faced the problem of what to do about the application for a lady bartender's license. After considerable discussion, the council passed over the request for further study."

The question came up with the application of Mrs. Marie Schultz for a regular city bartender's license. City policy has been not to grant a bartender's license to a women, and the only women permitted behind a bar, on the dispensing side, are wives of tavern operators.

No question was raised about granting a license to Mrs. Schultz personally, but only whether the city should reverse its policy and begin issuing licenses to women.

Mayor Tietz spoke strongly against issuing such licenses. "You would be doing the wrong thing," he told the aldermen. "You would be opening up an awful hornet's nest. There would be women bartenders all over town. Already, others have been asking about it."

Alderman Krueger questioned whether the city council could legally deny a license to a person simply because she was a women, since the new civil rights law prohibits discrimination in employment because of sex.

The council had before it at the time the applications, also, of Gary Walker, Gerald Pasbrig, Arnold Birr and Jerome Lyons for bartender's licenses. All, except Walker, previously held licenses, and as Walker was not present at the meeting for an interview, his application was not acted on.

On a motion by Alderman Brown, seconded by Alderman Bushkie, the applications of Pasbrig, Birr and Lyons were approved unanimously. This, in effect, rejected the application of Mrs. Schultz.

Present at the council meeting were Mayor Ben J. Tietz; Aldermen Erwin F. Gietzel, Raymond C. Gadow, Alphonse E. Krueger, Clarence M. Bushkie and Julius H. Brown; and City Clerk Richard C. Christian. Alderman Robert G. Sharkey was absent.

City Grows Again

By unanimous vote, the council voted to proceed with the legal steps to annex a portion of the Roy Bogda property abutting the west city limits. To be annexed is a strip of land, 132 feet wide, running all the way from Highway 33 on the south to the railroad tracks on the north.

At present, Clinton St. runs along the west boundary of the city from Highway 33 to the railroad tracks, and although this is a regular 66 foot wide city street, it has never been opened up. The Bogda land being annexed abuts Clinton St. to the west.

By opening up Clinton St., new residential lots will be made available on both sides of the street, and it will be possible to plan the entire length of the street for necessary improvements. The portion of the land facing Highway 33, it was indicated, would be commercial lots.

Other Matters

Naming that part of Highway 33 east where it turns off from Lake St. was referred to the property committee. The name Kennedy St. was suggested by someone in the audience.

With Alderman Krueger expressing opposition, the council voted to proceed with necessary legal action to extend Washington St. from Main St. to Hamilton Place. Extending the street would involve acquiring 24 foot strips of right of way from the Doering and Markham properties. Mayor Tietz reported the Doering property had been appraised at $700 and the Markham property at $600.

Street lights were approved for the east end of Walnut St. and the west end of Mill St.

Catholic Hearld Citizen - September 3, 1966

Rock Deanery Offers Expert On Women



Dr. Kathryn Clarenbach

JANESVILLE — Dr. Kathryn Clarenbach, Madison, chairman of the Wisconsin Commission on the Status of Women, and director of University Education of Women, University of Wisconsin, will be the principal speaker for the 27th open meeting of the Rock Deanery Council of Catholic Women, November 1, at St. Victor's parish, Monroe.

Dr. Clarenbach, a native of Sparta and mother of three children, received her B.A., M.A., and Ph.D. degrees from the University of Wisconsin in the major fields of political science, public administration, comparative governments, and American institutions.

Mmes. Lee Kirsch and Finley Barry, of St. Victor's Council of Catholic Women, Monroe, will be general co-chairmen for the November 1 meeting.

The theme of the meeting will be "Color Me Christian" and the 11 workshops will explore ways in which Christian women can with unity of purpose, direction, and action, involve themselves in religious, educational, social, and economic areas.

Mmes. Kenneth Oberbrunner, St. Mary's parish, Milton, Mrs. Floyd A. Miller, St. Paul's parish, Evansville, and Mrs. George Hickey were named to the resolutions committee.

Mrs. Hickey was voted a delegate to the 33rd national convention of the National Council of Catholic Women, convening in Miami Beach, October 4-8. Mrs. James Lenarz, St. Patrick's parish, Janesville, will be alternate.

The Milwaukee Journal - September 16, 1966

Midwest Status Meeting Suggested

Commission notes growth of sessions

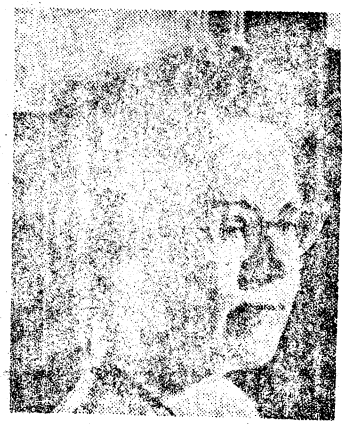
By DOROTHY WITTE AUSTIN
Of The Journal Staff

Madison, Wis.—Meetings on the status of women are getting larger and smaller at the same time. At the first fall meeting of the governor's commission on the status of women at the Wisconsin Center, plans were discussed for a midwestern meeting, including nine state commissions, and the state-wide meeting in Milwaukee next spring.

But the surprise of the meeting came from Beaver Dam, the city of 13,500 which has its own status of women's commission and is moving to action more rapidly than the larger groups.

In a report to the governor's commission, Mrs. Burt Boyer said her commission had not made lengthy studies and recommendations, but had moved to action almost at once, with the support of the entire community. The commission has prompted:

A survey by the Wisconsin state employment service to determine the numbers of women who might be able to work. The survey is co-sponsored by the status commission, the Industrial Development corporation, the chamber of commerce and its women's division, the junior chamber of commerce and the unified school district.



Miss Mary Manning

The community is interested in recruiting workers from the ranks of women, Mrs. Boyer said, because it feels the need of industrial expansion and recognizes that a shortage of workers is a barrier to such expansion. The status commission's interest is in determining the barriers which keep a woman from going to work, and in learning what the community's reaction might be to establishing a day care center.

Other Action

The commission also prompted:

A survey to determine what the volunteer needs of the community are, through a questionnaire sent to presidents of women's and men's organizations, agencies, hospitals, and whether a clearing house for volunteers would be helpful.

Compilation of a roster of qualified women who would be able to serve on boards, advisory groups and city commissions. At present Beaver Dam does not have a woman on the county board, the common council, or on an advisory committee. One woman is on the school board, and several are on the library board, but generally the representation of women in positions of civic influence is small.

"It is not that women are not wanted," said Mrs. Boyer, "but they are hard to identify in this community if they have not been active in business or a profession. There may be many with special skills which the community needs, or with a background which would be of value to civic leaders."

Arrangements have been made for a dinner honoring women of the community, to be held Wednesday at a supper club. The status commission has invited women's clubs to select two members to be honored for service to the community. The women will receive award certificates. Local officials will be asked to speak on community needs, and the work of the status commission in Wisconsin and other areas will be explained.

Regional Meeting

Miss Mary Manning, Chicago, regional director of the women's bureau of the United States department of labor, suggested that a midwestern meeting of status commissions might be helpful. Many members could not attend the national meeting in Washington, D. C., she said, but would like to attend a large regional meeting to exchange ideas. As it happened, the midwestern commissions were at similar stages of development.



—Journal Photo

Mrs. Burt Boyer

Miss Manning also suggested that the Wisconsin commission:

Devise ways to relate to major women's organizations in the state to get their support of recommendations which have been made or may be made in the area of equal rights and responsibilities for women.

Struggle with the problem of reaching women who do not attend conferences, or participate in organizations.

"We need to reach these women, either through newspapers or radio or television," she said, "because they do not have the time or money or incentive to come to meetings."

Mrs. Kathryn Clarenbach, chairman of the governor's commission, reported that the National Organization for Women, the action group organized in Washington, D. C., at the meeting of governors' commissions in July, had 180 members nationally. She said that most were in the midwest, California and New York.

As temporary chairman of NOW, she announced that a steering committee would meet in Washington, D. C. at the end of October to organize a structure and program, and to set a date for a national meeting. Charter membership has been extended to mid-October to encourage broader national representation.

Stokes Pokes by Bill Stokes

Job for Men Only

Women Behind Bars --It's Not So Tender



In all this dispute about equal rights for women, and in particular as it pertains to allowing women to tend bar, is there still time to be heard?

I happen to believe that women bartenders are no good for men. It isn't that they don't get the job done. In some respects they probably do it better than men. I see them being particularily good at mopping up spilled beer or mixing a drink that has something of a challenge to it.

But, for many of us, a bartender must do much more than that.

It is traditional that when a man wants to complain to someone about his wife, he goes to a bartender. There are men bartenders who pride themselves on being able to listen sympathetically to complaint after complaint, nodding their head knowingly and making the customer feel as if he has a true friend in his hour of need.

It doesn't take much imagination to figure out what would happen if a man complained about his wife to a woman bartender. The gal bartender might try to carry it off with feigned understanding, but we would know that underneath she is thinking, **You are a whinning slob and you deserve whatever you're getting."**

Now, obviously what is going to happen if we get a lot of women bartenders is that our wives are going to develope the habit of dropping into saloons to complain about us.

I, for one, am not going to stand for it. And I believe there are plenty of other fellows who feel the same way.

What kind of a thing is this that would encourage a man's wife to go into a tavern, flop money down on the bar, and say, "Gimme a double hooker, Louise, and let me tell you what that stupid husband of mine did?"

Find Bias Against Lady Bartender

Madison's City Council discriminated because of sex when it refused to give Mrs. Ruth Sharon Fey a bartender's license, the State Industrial Commission ruled today.

In a lengthy decision, the commission ordered the city to "exercise the same procedures for men and women" in determining who shall be eligible for licenses. The commission added that Madison cannot require female applicants to meet standards not set for men.

The commission's decision upheld an examiner's report which found the city guilty of discrimination.

Asst. City Atty. Bruce Kaufmann, who represented the city in the legal battle, said the decision would be appealed immediately to Dane County Circuit Court.

The City Council refused to give Mrs. Fey the license during a meeting in July. Mrs. Fey, a 26-year-old divorcee, is the mother of a five-year-old boy. Council members said they voted against giving her the license because she couldn't properly care for the child if she worked as a bartender.

Her attorney, Arthur Kiser, filed a complaint with the Industrial Commission, claiming the city had discriminated when it refused to honor her application.

Kaufmann argued that the Industrial Commission didn't have jurisdiction in the matter because the Council's refusal didn't involve a normal "employe-employer" relationship.

Today's decision overruled Kaufmann's contentions and ruled that the commission did have jurisdiction.

All three commission members, Joseph Fagan, Gene Rowland and E.E. Estowski, signed the decision.

The Milwaukee Sentinal - November 9, 1966

Mothers Limited by Law

By MARIAN McBRIDE

UNLESS A MOTHER is head of a household she may not sign for her minor child to obtain a driver's license under Wisconsin law.

"This is true whether a mother is a licensed driver or employed herself," said Mrs. Kathryn Clarenbach, Madison, chairman of the governor's commission on the status of women. Mrs. Clarenbach spoke Tuesday before the Milwaukee section of the National Council of Jewish Women at the Jewish Community Center on "A Woman Looks at the State Legislature."

A bill to change this requirement for minors' licenses passed the legislature in 1965, but was vetoed by Gov. Warren P. Knowles on the advice of the state motor vehicle department, Mrs. Clarenbach said.

"I talked to a member of the license bureau, who told me that the father is the head of the household unless for some reason the mother has been declared legal guardian and that the father alone has the financial responsibility in case of accident," Mrs. Clarenbach added. "However, he confessed there was no check made on the financial or job stability of the father."

"This is just another archaic instance of the attitude that a mother cannot function as an adult and as a reasonably intelligent person," Mrs. Clarenbach said.

She added that she is having the university library research other laws, which "reflect on the intelligence and responsibility of women."

One example cited by Mrs. Clarenbach involved a man who was out of the country on business for four months. During his absence his son was not permitted to take the drivers' test and, to add indignity, his wife could not sign for a repair bill as head of the household because she did not have a signed power of attorney.

The conflicts which exist in Wisconsin laws concerning minimum wages and working conditions of women, may be resolved in the 1967 legislature, said Mrs. Clarenbach. She is a member of the industrial commission's advisory committee on equal employment of women.



MRS. KATHRYN CLARENBACH

"There has been confusion in the administration of these laws ever since the state in 1961 wrote the word 'sex' into the equal employment law without changing the protective labor legislation," Mrs. Clarenbach said. "The industrial commission has been in the awkward position of trying to enforce both laws."

The protective legislation, which Wisconsin put on its books before any state in 1911, limits women and minors to nine hours work a day and eight hours on the night shift and establishes certain working conditions such as transportation arrangements after certain hours.

"It is an insulting concept that women need the same protection as minors," Mrs. Clarenbach said. "Historically it made sense back in 1911 when there were sweat shops and inhuman long hours, but now in 1966 for these laws to apply to women contradicts equality."

The job of unsnarling the conflict was given to the advisory committee by the industrial commission. The committee plans to meet Thursday to draw up its final guidelines, which the commission will translate into proposed legislation for the January session, Mrs. Clarenbach said.

"We were told to attempt to continue to guarantee proper working conditions, yet be fair to business and industry and insure equality between the sexes," she continued. "It looks as though we will recommend—in line with the recommendation of the status of women commission—that the protective legislation be extended to men as well as women and minors. We value the lives of men, too, and there should be some protections for them."

As an example of the "archaic views on equality" she reported that at least one member of the industrial commission expressed concern that equality might toss women into "jobs where they get dirty," Mrs. Clarenbach said.

"It seems to me that women get into some pretty dirty jobs right in their own homes," she added.

Newspaper advertising for employment continues to discriminate against women, Mrs. Clarenbach said.

"The federal equal employment opportunity commission recommended that the ads designating help wanted male and female be eliminated," she continued. "Many employers say that listing an ad under 'men' does not exclude women capable of holding the job. But as Rep. Martha Griffiths of Michigan said on the floor of congress, 'Women don't usually walk in a door marked men's room.'"

"Automation has made the requirement of big muscles for a job extinct, except for the Green Bay Packers or the Vikings," Mrs. Clarenbach said. "I have been told that efforts within this state to get voluntary compliance from newspapers has not been successful. One big newspaper in this city, I've been told, has said that over its dead body would it change the format on classified advertising."

("We feel we are not discriminating," Warren Heyse, assistant advertising manager of The Journal Co., said. "We classify for the convenience of the reader. It is up to the advertiser if he wants to discriminate because we have classifications for males, females and 'male or female.' The Journal Co. has had this third classification as long as anyone can remember. Many newspapers did not. It is available to any advertiser who wants to use it.")

Mrs. Clarenbach said that parents and teachers should educate girls. They may have to work and should be prepared.

"Current statistics show that 9 out of 10 of the young women today will work at least 20 years of their lives," she concluded. "It is the biggest crime of our time to let girls think they will be that 1 in 10."

The Milwaukee Journal - November 9, 1966

Woman Role in Legislation Faces Change

PROPOSALS that may come before the state legislature in January very probably will include some important issues that will affect the status of women, according to Mrs. Kathryn Clarenbach, director of women's university education at the University of Wisconsin.

Mrs. Clarenbach, who is also chairman of the governor's commission on the status of women and on the industrial commission's advisory committee on equal employment opportunity for women, reviewed some of the proposals for the Milwaukee section, National Council of Jewish Women, meeting on Tuesday.

Some Conflicts

The role of women in the state's driver license laws, "which is zero now," she said, may be affected. As it stands women aren't allowed the financial responsibility of men. When a minor child applies for a license, the father assumes all the responsibility.

Wisconsin has two conflicting laws on the books now, the speaker pointed out. While the state rules it illegal to discriminate against sex, some laws apply only to women and minors, implying that women are less responsible than men, which is an insult, she feels.

Category Revisions

The proposed revision of labor standards is expected to affect both men and women, she added.

The help wanted ads specifying male and female provinces is another practice that needs revision, the speaker said.

Under the new probate code women may no longer be able to write their husbands out of their estate, as the law now allows, and alimony may be payable by wives. Divorce proceedings may be slowed down, and the age for girls to marry may be raised from 16 to 18.

Rock Deanery Women Adopt 12 Resolutions

MONROE — About 275 laymen and women, clergy, and religious attended the fall open meeting of Rock Deanery Council of Catholic Women, November 1, at St. Victor parish, Monroe.

Eleven workshops, relating to the Documents of Vatican II, were staffed by priests, sisters, medical doctors, educators, social workers, bankers, a librarian, a county Judge, an attorney, a Protestant minister and laywoman, as well as volunteer Catholic laywomen.

* * *

TWELVE RESOLUTIONS were adopted by the 16 affiliate federation of Catholic women's groups in Rock and Green counties. Noting that "In this age of renewal in the Church and change in the modern world, we, the Catholic women of Rock Deanery, see for ourselves a vital role, as individuals, in our families, in our parishes, in our own communities, as well as the world community, to make our Christian commitment," the membership resolved:

Deeper understanding and full cooperation with Bishop O'Connor and the pastors in implementing the Constitution of the Liturgy (Vatican II);

Fulfillment of Christian vocation through spiritual and corporal works of mercy;

Development of the status of women;

Concerted effort for national morals and personal responsibility;

Attention to the rights and education of children;

Adult education in Christ's ministry;

Work for the cause of interracial justice;

Support of agencies in mental health and handicapped;

Increased programs in traffic safety;

Cooperation with the Church in Latin America;

Assistance in international relations;

Prayer and action to advance ecumenism.

Dr. Kathryn F. Clarenbach, director, university education of women, University of Wisconsin, and Chairman of the Governor's Commission on the Status of Women, gave the principal address.

She pointed out that women have "received the gift of a whole new lifetime" because of an increased life span and the earlier age in the cessation of child bearing. She asked that women use this gift to fill the increasing need for brain power in jobs where women have not been accepted, especially where decisions are made.

Dr. Clarenbach said this will take re-training, courage, imagination, enthusiasm, and confidence, but it will mean a better world when there is total involvement of all citizens.

Mrs. Harold Barrett, president of Our Lady of Assumption parish, Beloit, extended an invitation to hold the Spring meeting there. Ms. George M. Hickey, president of the Deanery, accepted and set Wednesday, April 12, as the date.



TAKE PART IN FALL SESSION — Dr. Kathryn F. Clarenbach, chairman of the Governor's Commission on the Status of Women, addressed the Rock Deanery Council of Catholic Women Tuesday in St. Victor's School gymnasium. Pictured (left to right) at the event are Mrs. George M. Hickey, Janesville, president of Rock Deanery Council of Catholic Women; Father E. C. McCollow, pastor of St. Victor's Parish, Monroe; Dr. Clarenbach; Mrs. Lee Kirsch, president, St. Victor's Council of Women, and Mrs. Bernard Lee, Monroe, co-chairman of luncheon arrangements. See Story on Page 3. (Times Staff Photo)

The Milwaukee Journal - November 18, 1966

Women Want to Be Fully Human

Equality doesn't mean sameness, conference philosopher shows

By DOROTHY WITTE AUSTIN
Of The Journal Staff

IT IS possible to be on both sides of the issue of equality for women. Or so it seemed to undergraduates of Alverno college and guests from the community as they heard Father Bernard J. Boelen of De Paul university talk on the "Psychology of Sex Differences." Father Boelen's views climaxed a daylong conference, "Woman Alive," in which about 900 students and mature women considered issues and problems confronting women today.

Father Boelen, a professor of philosophy, said that he thought there were four reasons why many persons were confused about sex identity, today, confusion which in his view created neuroses in society. The reasons:

1. The long overdue emancipation of women. Because of the long overdue emancipation, we have to consider what we mean by the term. Do we mean (that women are to be) the same as men? Because of the new call for the emancipation of women, we have to revise concepts and . . . get rid of biases in this area, and this is what we are in the process of doing now.

2. Our modern way of objectifying things. We look at things, stare at things, and make everything a problem. So that what we have lost touch with is the mystery of being. We have made sexuality a problem, and have lost sight of the mystery of sex. We will be able to probe into the mystery of being, but not by thinking of it and analyzing it.

3. There is difficulty for youth. Young boys and girls have trouble in coming to sex identity, with parents in confusion over sex roles. Boys find it hard to identify with the father, and girls with the mother.

4. There is a false idea of sex equality. When we say equal, what we mean is that we all have the right to be fully human. This is what we mean by true equality, not that we want to be the same as one another. This is not true even in the same sex. Among men equality with one another, does not mean to be the same. That would not be equal at all. To be equal means to have the right to be different, to be unique, to live to the fullest one's own sex.

Father Boelen said that if by equality we mean sameness, we will have a disappearance of the polarity of the sexes, which would be unfortunate. We would all become standardized and bisexuality would disappear.

Immature Male World

The philosophy professor saw certain defects in today's society. He considered man's world today an immature world because it was "only male." This exclusive maleness, he said, made society too technocratic, depersonalized and commercial.

He described man's relationship to woman as optic. Man was interested in looking at woman, in seeing her, but not in really living together with her in an integrated world.

"The world will only become human when it also becomes woman's world as well as man's world," he said.

Father Boelen also listed man's complaints regarding woman. He said men complained that women lacked logic, lacked morality and were emotionally unstable.

The educator maintained that women created their own situational morality, and were not unstable emotionally but handled their emotions differently.

Women were expressive of emotion and men were repressive of emotion. Man's critical attitude toward woman stemmed from the assumption that man's view of the world was the only view of the world and that women should conform to it.

Understand Emotions

Countering the lack of logic charge, Father Boelen said that looking at things in a logical and analytical way was only one way of looking at things.

"But there is another way of looking at the world which involves a certain affective approach rather than a coldly rational approach," he said.

Because women were expressive of emotion, he continued, they were often able to withstand emotional shock better than men.

"So that when men call women emotionally unstable, they are looking at this from their own viewpoint. They have decided to rule themselves according to fixed standards, and therefore when women don't abide by these standards men have made for themselves, women are classified as unstable. On the other hand, because they were expressive of emotion, women were better able to integrate their emotional and intellectual lives.

Earlier the women attended workshop meetings designed to give them a glimpse of the problems and opportunities confronting women in the world of work and in community and family life. Resource persons from the fields of law, drama, architecture, journalism, community and volunteer services led the sections.

The economic facts of life for women were put forth in a comprehensive opening statement by Mrs. Kathryn F. Clarenbach, Madison, director of women's university education for UW and chairman of the Wisconsin commission on the status of women.

"Discrimination against women is the only remaining socially acceptable form of discrimination in our society," said Mrs. Clarenbach. "It is no longer acceptable to say, 'No Negroes may apply,' or to say, 'Gentiles only,' for these things are taboo."

Women are the disadvantaged sex, the second sex in the United States, and this fact is contrary to the basic objectives of a society based on the democratic concept of the individual, she maintained.

The Milwaukee Journal - December 6, 1966

Protective Laws Confuse Fair Employment

Industrial relations officers cite conflict for working women

By DOROTHY WITTE AUSTIN
Of The Journal Staff

Madison, Wis.—A labor representative criticized government agencies, employers and women's clubs Monday night for their positions on Title VII of the 1964 civil rights act. (Title VII is the section of the act which is being used to promote equality for women in employment, since it prohibits discrimination in employment on the basis of race, creed, color, sex or national origin.)

Miss Dorothy Haener, assistant director of women's activities for the United Auto Workers, Detroit, spoke at a monthly meeting of the Wisconsin Industrial Relations Research association at the Wisconsin center. She substituted for Mrs. Carolyn Davis, the director, who was ill.

Another speaker, George Raithel, Milwaukee, director of public and industrial relations for Globe Union Inc., outlined the points of conflict between federal legislation for women's equality and state protective legislation. He is also co-chairman of the advisory council which is seeking to resolve the dilemma and make recommendations to the Wisconsin industrial commission.

Miss Haener described discrimination in employment against women in case after case, from California to New York, and charged the Equal Economic Opportunity commission with failure to act on many complaints.

Thirty-five persons, 23 men and 12 women, the largest attendance at a monthly meeting this year, heard the statements by Raithel and Miss Haener. The group included representatives from management, labor, government and university groups, including several labor economics students.

Economic Impact

Raithel compared Title VII to the 19th amendment, women's suffrage.

"The 19th amendment is 46 years old," he said. "At the time it became part of the constitution, when 36 states approved it in 1920, only 15 states then offered full voting rights to women. Nineteen did not permit women to vote at all, 12 permitted them to vote only in presidential elections, two only in primary elections."

Raithel predicted that Title VII would have great impact on women's economic rights, just as the 19th amendment had great impact on women's voting rights, although the impact may at first be intangible.

Miss Haener said that many women's groups which were signing petitions asking that protective legislation be retained and Title VII not be enforced actually had little or no contact with women who worked for a living, women who worked to support families. The notable exception, she said, was the Business and Professional Women's club, which had taken a strong stand for equality of opportunity for women. She said that so called protective legislation was actually working toward the disadvantage of women.

Acknowledging that some groups were not yet convinced that women suffered discrimination in employment, Miss Haener cited these factors:

The median income of women working full time is about three-fifths that of men, and the gap in this country continues to widen.

Women are generally found working in the lowest paid, less desirable jobs, although the educational level on a comparative basis is generally higher.

The wages and hours division of the United States department of labor under the equal pay act reported in the year ending in June, 1966, that two million dollars was due (to women) in back wages. That was the figure in cases brought to the attention of the wages and hours division, she said.

Women Head Families

One out of 10 American families is headed by a woman, and more than half of these families live in poverty, at or under the $3,000 annual income cited as the poverty level.

Miss Haener charged that sufficient attention had not been paid to women in the poverty program, that unemployment among teen age girls was higher than among boys, and yet the whole poverty program for youth was geared to boys.

The labor representative pressed home her argument that discrimination against women existed on a widespread basis with these examples:

In Michigan, one of the "big three" manufacturers had a problem recruiting help in a suburban plant, and went to Appalachia for 1,000 workers, for many of whom literacy tests were waived. They promised the men advances on their first earnings. She said most of the jobs could have been filled by women of the inner city who were heads of families living below the poverty level, and who would have been delighted to take jobs at which they could make $3 an hour.

Miss Haener said she spoke for the UAW in contending that the Equal Employment Opportunity commission had authority to rule in those situations where the laws were obviously discriminatory, and that the commission could in those situations order the employers to cease and desist

The Milwaukee Journal - December 6, 1966 (CONT.)

using state (protective) laws as an excuse to keep from hiring women.

Absurdities Are Noted

She said the commission now generally returned the complaints with the suggestion that they be taken to court, and reserved to itself the right to enter the case as a friend of the court. She contended that the commission had the right to rule on cases of alleged discrimination but refused to exercise its right.

Some protective laws were clearly absurd, she considered.

"In Utah a woman cannot lift more than 15 pounds. If I carry my purse in Utah I am violating a law. In Ohio and California if I carry my purse and brief case I am violating a law."

Miss Haener said that in some states, Wisconsin for example, protective laws had been administered flexibly, so that women could get exceptions, but that ordinarily getting such exceptions required a working together of union, management, the individual, and other interested groups.

In Ohio, she recalled, a union succeeded in getting an interpretation in an aerospace plant which permitted about 300 women to move to the next higher paid classification. The interpretation said the 25 pound weight lifting ban applied to "frequent and repeated" lifting. But in October, 1966, the interpretation was reviewed by the state labor department and applied narrowly, with the result that the women were no longer entitled to their jobs.

It was the position of the UAW, Miss Haener indicated, that no one should be required to lift beyond his capacity to do so in an era of automation, and that men tended to develop hernias more easily than women did.

"In Indiana the law states that no one shall be required to lift beyond his or her capacity, and we have had no complaints in this state that women have been asked to lift beyond their capacity or that employers have used this as an excuse for not hiring women," Miss Haener said.



—Journal Photo

Miss Dorothy Haener

Pay Attracts Men

The labor representative said it seemed to her a tragic circumstance, and she had seen it happen again and again in her earlier work as a labor organizer, that about the time a job began to pay well, it became a "man's job," with a rate that was suddenly attractive to men.

In New York, there is a state law that a waitress cannot work the night shift. This is cited as protective, but actually prevents women from getting the jobs on the shift which produces the highest tips. But there is no law that says the scrub women who clean office buildings cannot work the night shift.

In California, some employers take a position against allowing women who have been laid off to return to work, while they hire new men, on the basis that in that department overtime is necessary, and women cannot put in overtime.

Shatter Old Myths

In a question and answer session one man said that the kind of discrimination shown against women seemed to be a different kind of discrimination than that shown against Negroes and Jews.

"Has research shown the basis for this discrimination?" he asked. Miss Haener said the discrimination was based on myths.

A man countered by saying that many employers resisted hiring women because they felt women were more expensive to employ; they lived longer and their insurance was, therefore, more expensive.

Miss Haener reiterated that the notion that women were more expensive to employ was one of many myths.

"It's like the stereotype that women have more manual dexterity," she said. "The group with the greatest manual dexterity are surgeons. If women are so dexterous, why aren't they surgeons?"

"Because it takes brains?" suggested a man at the rear. Everybody laughed, even the women.

"That's a male answer," flashed Miss Haener.

In answer to another question, when would the advisory council to the industrial commission come up with a recommendation to resolve the conflict between state protective legislation for women and federal legislation for equality, Raithel said he hoped it would be soon.

"We've had two final meetings so far," he said, "and we have another meeting coming up which we hope will be a final meeting, but it probably won't." He said the group was now trying to focus on the individual qualifications, and not to apply rules across the board.

Asked about the case by case approach used to implement Title VII, Miss Haener conceded that such a method would take time, but said it could be done, that such cases would eventually reach the supreme court.

Raithel added that many changes had been made, that union contracts had been rewritten, eliminating the separate seniority lists, and that many other practical improvements in practices had been made.

December, 1966

Retain Equality

Women State Employes Win Battle On Pensions

By DAVE ZWEIFEL
(Of The Capital Times Staff)

Santa Claus came five days early for a number of women in the Wisconsin Retirement Fund — they won their fight to stay equal with the men when they get their pensions.

That's how C. M. Sullivan, executive director of the fund, summed up the State Retirement Fund Board's action Tuesday. The board voted 8 to 1 to forget about separate retirement tables for men and women and settle for a compromise that will continue the retirement program essentially as it has operated in the past.

The board's compromise, which came late Tuesday afternoon, settles a dispute that erupted in September when women state employes were informed pension benefits would be changed because the women were living too long.

Retirement Fund officials tried to explain that women were receiving more benefits than men although the men paid as much into the fund during the years of work for the state. Theoretically, both receive the same monthly benefits, but many women continue to collect after many men beneficiaries have died.

But the women would have nothing to do with the proposed change. They protested at a series of public hearings and contended that to change the system would amount to discrimination on the basis of sex.

The proposed change would have lowered benefits only for women who had made voluntary contributions to the retirement fund during their years in state employment. But fund officials found this amounted to more persons than they had estimated.

Mayor Ralph F. J. Voigt of Merrill, a member of the board, suggested the compromise measure. Under his proposal, the retirement tables will be modernized, but will include one table for both men and women.

The board will recommend to the 1967 Legislature that a new law be adopted which will allow employes who have made voluntary contributions to collect the full amount of their contribution when they retire at age 65. The law now requires that this be collected on a monthly pension basis.

Voigt said that this system would be more equitable and would probably lead to separate retirement tables several years from now.

The State Retirement Fund is operated for all state employes, plus city and county employes who elect to join. Started in 1944, the fund provides pensions in the form of annuities for employes under a formula system set up by the Legislature.

An employe with 35 years of service for example, can receive as much as 50 per cent of the average monthly salary he received during the last five years of work.

January, 1967

Status of Women Group Will Meet

The Governor's Commissin on the Status of Women will meet in the Wisconsin Center at Madison on Thursday, Jan. 19, at 9:30 a.m.

In announcing the meeting, commission chairman Kathryn Clarenbach, director of University Education for Women at the University of Wisconsin, requested members to bring suggestions for participants in the spring state-wide conference in Milwaukee.

The conference will be devoted to "Women in the World of Work: The Myths We Live and Work By."

Panel Discusses Guidance, Counseling of Women, Girls



—Citizen Staff Photo

Four of the five panelists, and the moderator who discussed the education and counseling of girls and women, here, Monday evening. Seated (l to r) are Miss Barbara E. Mulligan, faculty member of Alverno College, Milwaukee; Miss Nancy Travis, regional day care center supervisor for the state; and Miss Stella Pederson, dean of women at Madison Business College; and (standing l to r) moderator William Desotelle, director of personnel and public relations, St. Joseph's Hospital, Beaver Dam; and Beaver Dam Senior High principal Robert Whitnall.

(See story on page one of today's Daily Citizen.)

'Where We're Headed'

MRS. KATHRYN CLARENBACH of Madison, chairman of the governor's commission on the status of women, will speak at the Milwaukee alumnae chapter meeting of Theta Sigma Phi on "Where we have been—where we are headed" Wednesday night at the Milwaukee Press club. The speech will assess the current status of women's rights.

Four Wisconsin women will be initiated into professional membership in the sorority for women in communications following Mrs. Clarenbach's presentation. They are: Mrs. Cornelius Colvert of Racine; Mrs. John Lofgren, 8105 W. Townsend st.; Miss Catherine E. McMullen, 9528 W. Metcalf pl., and Miss Rosemary Entringer, 1029 N. Jackson st.

Past presidents of the Milwaukee chapter will also be honored at the dinner meeting.

There is a dire need for more counseling services for girls and women . . . and these services are needed now, a panel of educators indicated during a discussion here on Monday evening.

Panel Members

Although the panel was primarily concerned with the education and counseling of girls and women, the need for a marriage counselor in Dodge County also crept into the discussions. This left the general conclusion that counselors in all categories ranging from early education down through the years to job hunting and family life are needed in our fast moving complex society.

Members of the panel were Miss Stella Pedersen, dean of women at Madison Business College; Beaver Dam Senior High School principal Robert Whitnall; Miss Barbara Mulligan, faculty member at Alverno College, Milwaukee; George Kaisler, supervisor of counseling for the Wisconsin State Employment Service (WSES); and Miss Nancy Travis, regional day care supervisor for the state; William Desotelle, director of public relations and personnel at St. Joseph's Hospital, Beaver Dam, was the moderator.

The panel program was presented by the Beaver Dam Commission on the Status of Women.

Miss Mulligan pointed to the needs for trained women in our society and the needs of women themselves for self-development. Counseling is important to the mature woman continuing her education, she added. In this case, she explained, the informal personalized type of counseling is much more important than the study pattern and scientific procedure.

Counseling Approaches

Kaisler stated that the purpose of WSES counseling is to help people find the "right job." The married woman is now an acceptable member of the labor force, and so is the working mother, he added.

Counseling approaches suggested were:

—Develop a career plan for life.

—Marriage will not be a terminal point.

—Interests, abilities and self concepts should determine goals, not sex. There are no longer women's jobs and men's jobs.

—Explore all possibilities. Plan to acquire skills . . . step by step. Women must be willing to go through a long educational process. The more education the more likely a woman will work either at a paid job or in community services.

—Don't allow skills to become rusty during temporary withdrawals from the labor market. Chances of re-employment will be dependent upon keeping skills current.

—Be willing to accept re-training. Time used in education is an investment toward a better paying job.

General Agreement

There was general agreement that adult women are in great need of counseling and guidance. Often times women tend to underrate themselves, it was stated.

Miss Travis stated that often mothers feel guilty for working and homemakers feel guilty for not working. She discussed day care centers and suggested by 1972 Beaver Dam might have such a service.

Centers could be located in the center of town near an industrial park where women work, or near a school where mothers are teaching. There also could be day care homes for very young children, and a visiting care service in the home where a child might be recovering from a sickness.

Miss Travis pointed out that unless the fees for a day care service were based on ability to pay, the head of a household mother on a sub-marginal job is better off with Aid to Dependent Children (ADC.)

Coordinated Effort

Labor unions, employers, welfare department, educators, women, and organizations can band together in a coordinated effort to achieve a day care center, Miss Travis said.

Miss Pederson set forth these guidelines for counselors:

—Stress the importance of individuals and think in terms of a total life pattern.

—Point to the ever increasing number of opportunities, new occupations instead of traditional ones.

—The importance of education as a constant pursuit to achieve the goals of a life-long pattern with its multiple roles.

Miss Pedersen said we are reaching the students too late. Career motivation must start at an early age, she added.

Locally the importance of counseling in the district school system and Vo-Tech School was highlighted. Both will be expanded over the coming years to meet the needs.

Nicholas Rimsky-Kor s a k o v wrote his first symphony while an officer aboard a Russian warship.

Wisconsin State Journal - January 20, 1967

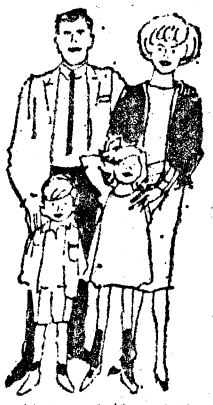
MANY PROBLEMS TO TACKLE

A Challenge to Wisconsin Women

The formidable power of women —intelligent, informed, determined women—is recorded elsewhere on this page in a report from Indianapolis.

The Indiana ladies achieved a lot. Madison women have accomplished a lot over the years, too.

Their achievements range from establishment of the Visiting Nurses, well-baby clinics, and a cost-of-care nursing home, all pioneered by the Attic Angels . . . to garden clubs' civic beautification projects . . . to the Jaycettes' financing of cerebral palsy work . . . to redistricting of city wards, spearheaded by the League of Women Voters whose observers unfailingly attend every meeting of the City Council, the County Board, and the Board of Education.



The list of current and past community services by women's formal and informal organizations is imposing.

A couple of years ago, however, a forthright speaker at the Matrix banquet for women leaders from town and campus called on clubwomen here to **reexamine their projects,** discarding some whose purpose has been fulfilled or outdated, undertaking others of more pertinence today.

Her challenge is worth repeating now.

A fresh look at our town would reveal many places where vigorous and imaginative feminine action could work wonders. Other towns and villages and counties, too.

The plight of old people of proud independence and small incomes. The question of adequate and appealing recreation facilities for youth. The lack of a well-coordinated clearing house for volunteer services. The needs of the lonely.

Adequate, supervised housing for very young girls who come here to work or study. Help for several scattered neighborhoods struggling against becoming slums. Facilities for children with severe mental problems. The woman alcoholic. The dropout. The housewife who feels intellectually trapped. The working mother who needs day care for her children.

Madison probably has as many unmet needs today as it has women's organizations—and that's saying a lot.

* * *

One area of great urgency where the informed and impassioned voice of women might prevail over sloth and special interest is the blood-stained crisis on our highways.

The problem is plain. The solutions call for determination and persistence and caring—qualities organized women have proved they possess in abundance.

Will the women speak up now—for traffic laws that are stiff and enforced . . . for inspection of cars . . . for proper training of drivers . . . for action against the reckless and incompetent . . . for laws on implied consent to drunkeness tests . . . for a strengthened State Patrol . . . for laws to govern motorcycles, snow plows, tractors, and other users of the highways?

They have nothing to lose but their lives.

December 29, 1967

Department Upholds Examiner

Sun Prairie Bias Found On Women Teachers' Pay

By ROSEMARY KENDRICK
(Of The Capital Times Staff)

The Sun Prairie Board of Education discriminated against six women teachers because of their sex, according to a ruling Thursday by the State Department of Industry, Labor and Human Relations (formerly the Industrial Commission).

The complaint was based on the board's refusal to pay the teachers' "head of family" allowances and give them the opportunity to secure the family plan of health and accident insurance that was available to male teachers.

The women teachers were supporting their husbands, who were students.

Previously one of the department's examiners had ruled discrimination by the board in 1966-67 and previous years. Thursday's decision by the department followed an appeal by the school board.

The board contended that the state could no longer act in the matter because the discriminatory practices were stopped this year.

According to the department's ruling, the board must pay the head of family allowances to the teachers for each of the years they were employed. The allowance was $300 per year.

The decision can be appealed to the Circuit Court of Dane County within 30 days.

By GLADYS UHL

"DON'T send a boy to do a man's job . . . Send a woman!"

This feminist twist to an old phrase was not really taken very seriously. There were too many roadblocks which barred women from many jobs for which they were qualified. And the few who made it into so-called "men's jobs" were often criticized by those who still believed in that time-worn phrase, "women's place is in the home."

That was before Congress took a bold new step in 1964 in an effort to grant women broad and meaningful job rights through enactment of the Civil Rights Act. Title VII of the law, which became effective in July 1965, prohibits employment discrimination based on sex (as well as race, color, religion, or national origin), unless sex is a bona fide qualification for the job.

Despite the ridicule which has characterized women's drive for equality ever since suffrage was granted, Title VII has given new impetus to the drive and is recognized as an important step toward that goal. The Status of Women Commissions, appointed by governors in 48 states, termed the implementation of the sex provision "the current topic of greatest concern."

Not all took the laws as seriously. Shortly after it became effective, there was a plethora of jokes concerning sex discrimination in advertising.

Would male "bunnies" show up for jobs in Playboy Clubs? And may a "Boy Friday" apply as secretary? One employer suggested that advertisers could evade the law by calling for "draft deferred" to specify a male applicant, and "dainty and attractive" for a female.

Discriminatory Advertising

Many believe that sex discrimination begins with the classified ads. One concerned woman executive wrote the commission: "Years ago when the word 'race' was included on application blanks, I advised people to write the word 'human.' How do we start advertising for 'human-power?' "

Eliminating sex discrimination in advertising was only one of the problems facing the five-member Equal Employment Opportunity Commission, appointed by President Johnson to administer the law.

While there has been some success, both voluntary and through conciliation, 75 commissioners' charges were filed against employers recently for using discriminatory "help wanted" advertising. Most have since agreed to cease this practice.

Coupled with the fact that there was little relevant legislative history to serve as a guide to the intent of Congress on the sex provision, the commission also faced the problem of state laws originally designed to protect women workers.

In recommending that Congress and state legislatures address themselves to this problem, the commission pointed out that state legislatures "will find archaic provisions in their laws which should be updated."

This need for revision was emphasized by Caroline Davis of the United Auto Workers Women's Department. "We have cases," she told the commission, "where women could not take a better job because they might be required occasionally to lift beyond the state law. To say that women can't lift more than 15 pounds, as in Utah, would rule out most of the gals carrying a well-stocked purse."

Miss Davis isn't advocating that women—or men—be required to lift heavy loads repeatedly, but cited examples of the kinds of state laws that stop women from getting better paying jobs.

All N.Y. Waitresses Lose Out

In New York, she reported "waitresses can't work during the hours when tips are highest but a scrub-woman can work on her knees until all hours because she is exempt from the law." In California the law prohibits women from working more than an eight-hour day, thus banning overtime, except in the low-paid jobs in fisheries and canning factories where women are exempt from the law.

Despite conflicting state laws, however, more than one-third of all complaints filed with the commission during its first year concerned sex discrimination in employment. The vast majority were related to benefits, including charges from women excluded from company-sponsored health and insurance programs; women paid less than men for the same work; discriminatory seniority lines and other policies concerning lay-offs, transfers and travel.

Commission opinions and rulings designed to eliminate these practices made it unlawful to pay women less than men when they are sick; pay smaller life insurance benefits to women; offer company-sponsored accident insurance to males and their wives, but not to husbands of female employees (except when the family unit is primarily dependent upon the income of the spouse).

The Fair Labor Standards Act, which provides that women who do the same or comparable work as men must receive equal pay, is also applicable to Title VII, the commission has decided.

Separate lines of progression or separate seniority lists based on sex were also a subject of commission study which resulted in a ruling that

Gladys Uhl is educational programs officer for the Equal Employment Opportunities Commission.

classifying a job as "male" or "female" or maintaining separate lists based on sex are unlawful employment practices. In some instances women have lost jobs under this ruling, when state protective laws do not permit them to take certain jobs, but men could take the women's jobs.

Further commission decisions make it unlawful to reduce the hours of female employees only; to offer supervisory training for male supervisors but not to female supervisors; to refuse maternity leave to pregnant employees, and to forbid or restrict employment of married women but not married men.

As the commission headed into its second year, there was tangible evidence that Title VII is helping women workers to win equality.

A recent survey of 423 companies employing 954,000 workers, made by Prentice-Hall and the American Society for Personnel Administration, reveals that more than three out of ten companies have made policy changes to reduce or eliminate discrimination based on sex.

To recently-resigned Commissioner Aileen Hernandez, only woman on the original five-member commission, this is "encouraging progress." But she quickly adds: "No matter what yardstick is used to measure the employment status of women, it serves to emphasize the need for improvement."

Congresswoman Martha Griffiths (D-Mich.), in calling for a "positive approach" to the implementation of the sex provision, termed it "especially important to Negro women since they are victims of both race discrimination and sex discrimination, and have the highest unemployment rate and the lowest average earnings."

Few would dispute the warning from syndicated columnist Sylvia Porter that "it won't be easy to translate the sex section into significantly broadened opportunities for women. But the clause must help speed the crumbling of cruelly obsolete, utterly unjustifiable barriers against America's working women."

Women Organize for Rights

Latest effort to quicken that pace was launched by the National Organization of Women (NOW), formed in November 1966, which gives priority to "a vigorous campaign for enforcement of Title VII." In outlining their broad program, NOW's 300 charter members, headed by President Betty Friedan, author of "The Feminine Mystique," makes clear that their fight for equality is no battle of the sexes.

"Women must speak out in behalf of their own equality, freedom and human dignity" says NOW's statement of purpose, "not in pleas for special privilege nor in enmity toward men—who are also victims of the current half-equality between the sexes—but in active self-respecting partnership with men."

Milwaukee Journal - February 7, 1967

Issues Prepared for Status Meeting

Workshops will consider problems to be submitted to legislators

By DOROTHY WITTE AUSTIN
Of The Journal Staff

SOME current issues facing the Wisconsin legislature will provide the focus for the third state-wide governor's conference on the status of women March 27 at the University of Wisconsin—Milwaukee.

Entitled "Women and Men, the Myths We Live and Work By," the conference will include workshop discussions of some legislative propositions, as follows:

New Laws Needed

Changes in state laws to provide for equalization of employment opportunities for women and men; reasonable maternity benefits in both public and private employment; income tax deduction for the full cost of child care for employed parents; income tax deduction for direct expenses for volunteer services to both public and private social agencies; requirement that all public retirement funds pay equal monthly retirement and survivors' benefits to both women and men based on service and average income.

In the most action-oriented status commission program thus far, the conference planners indicated that participants after confronting specific issues in each discussion group, might express to legislators, either as a group or individually, their decisions on each issue.

Subjects and People

The workshop group titles, chairmen and discussion leaders include:

Miss Jane Swan of Carroll college, chairman, and Arthur G. M. Moody, La Crosse engineer, discussion leader, on "Women and Men as Partners and Parents."

Sister Mary Estelle, of Mount Mary college, chairman, and William L. O'Neill, of the University of Wisconsin, Madison, discussion leader in "The education and counseling of women and men."

Clemens T. Wisch, of Milwaukee Vocational and Adult schools, chairman, and Miss Catherine Conroy, Communications Workers of America union representative, discussion leader in "Equal Employment for Men and Women."

Mrs. Mary Holand, of the Milwaukee Council for Adult Learning, chairman, and Judge Erwin Bruner, of Dane County family court, discussion leader in "Equal Opportunity for Disadvantaged Women and Men."

Women and Men

T. H. Namacher, of the University of Wisconsin, Waukesha, chairman, and Mrs. M. J. Levin, of the status commission on "Child Care, the Responsibilities of Women and Men."

Sister M. Jeronika of Alverno college, chairman, and Mrs. Gene Boyer, Beaver Dam, chairman of the status commission in her city, on "Women and Men in Public Life."

Mrs. Mabel McElligott of Marquette university, chairman, and Miss Geraldine Hinkel, state vice-president of the Business and Professional Women's Clubs, discussion leader on "Women and Men in Volunteer Service."

Sister Mary Jeanine, of Cardinal Stritch college and Miss Nancy Knaak, of Wisconsin State university, River Falls, discussion leader on "Retirement and Other Benefits for Women and Men."

Summation by Speakers

Each discussion leader will sum up the group's consensus in a five minute talk. Prof. Raymond McCall of the Marquette university psychology department, will give the final speech of the day which will begin with a welcome from Gov. Knowles.

Congresswoman Martha Griffiths of Michigan will be the keynote speaker following registration at 8:30 a.m. at UWM. Discussion groups will meet from 10:30 a.m. to 12:30, and then will attend a luncheon.

December 3, 1967

For Promotion, Try Washington

Washington, D. C. – AP – A government survey shows that women who want high paying careers in management or top professional jobs stand a better chance by coming to Washington and staying away from Los Angeles.

The study, by the equal employment opportunity commission, showed that women who work in Washington—outside of government—stand a better chance of being promoted. In Los Angeles, many remain in clerical and low paying sales posts.

The study is the commission's first large scale survey of sex discrimination in employment.

In general, it showed that most women white collar workers are in clerical jobs or relatively low paid retail sales work and few find their way to management and professional posts.

The study was based on employer supplied data from Atlanta, Chicago, Cleveland, Kansas City, Los Angeles, New Orleans, New York, San Francisco and Washington. They were selected because the commission has a field office in each area.

In these areas women comprise from one-fourth to one-third of the total work force and from one-third to nearly one-half of the total white collar work force. Federal, state and local government employes were not included in the study.

But when clerical jobs are excluded, women's share of white collar employment is cut nearly 50%. When the retail trade and the merchandise category is excluded the number of jobs women hold again is cut sharply.

About 30% of the complaints the commission receives are from women who claim they are victims of job discrimination.

Milwaukee Journal - Feburary 28, 1967

President's Job Campaign for Women Is Wavering

North American Newspaper Alliance

Washington, D. C.—Is President Johnson's crusade to place more women in top level positions fizzling?

A flurry of resignations, with rumors of more to come, is thinning the ranks of the women appointees ushered on to the Washington scene with great fanfare by the administration.

Following is a list of those who have made their farewells, not all of them fond, and in some cases have been replaced by men: Mrs. Lee Walsh, deputy assistant secretary of state for evaluation; Mrs. Kathryn O. Granahan, treasurer of the United States; Dr. Leona Baumgartner, assistant administrator, agency for international development; Dr. Mary I. Bunting, member of the atomic energy commission, whose commitment was for only 12 months; Mrs. Aileen Hernandez, senior member of the equal employment opportunity commission, who left after serving one year of her five year term and whose letter of resignation was never acknowledged by the president.

Mrs. Esther Peterson, the president's adviser on consumer affairs, is expected to depart by summer or early fall. Officials of the housing and urban development department have been trying for a year to ease out Mrs. Marie C. McGuire, whom the late President Kennedy named public housing administrator.

Prominent women still inside the administration are privately voicing dissatisfaction with what they describe as lack of follow-through on the much-publicized effort. One appointee described the program as a "showcase operation."

Computer Selection

Civil service commission chairman John W. Macy, jr., the president's personnel adviser and talent court, uses an electronic computer to turn up names for high level vacancies.

He has said that few women have the qualifications for public service and that for every position open, five women turn it down.

On March 7, six outstanding women in government service will receive the federal woman's award, bringing to 36 the number so honored since the award was established by civil service commissioner Barbara Gunderson in the Eisenhower administration.

Last year, at a White House reception, the president asked the award winners to form a study group "to probe deeply into the problems of the working woman" and suggest new ways of changing hiring attitudes toward women and making government service attractive to them.

Dr. Penelope H. Thunberg, a member of the tariff commission, is chairman of the study group which hopes to produce a report for the president in time for the awards banquet.

In another move, Miss Evelyn Harrison was named assistant for women's programs on the staff of Macy.

Few in Management

At the time of her appointment, she deplored the fact that women are concentrated at the lower clerical levels in government. One-fourth of all federal job holders are women but only 1% are in management.

The three top levels of federal service (grades 16, 17 and 18) are known as "super grades" and pay from $20,075 to $25,890. Since the early 50's when they were established to attract superior executive talent, the number of such positions has increased from about 400 to roughly 4,000.

Miss Harrison, asked how many women occupy these posts, replied that the commission "has no precise information on super grades."

A search of the government organization manual revealed that the proportion of women in such jobs has remained stationary and infinitesimal for more than a decade.

Statistics Vague

A spokesman for the department of labor women's division was asked for up-to-date figures on the number of presidential appointees and promotions at lower levels. Her reply:

"We don't have it. It's getting pretty murky. No one in the White House is keeping track of it any more."

A call to the White House found Macy unavailable. The most recent figures were released 16 months ago when the president told a news conference on Oct. 3, 1964 that he had made 68 top level appointments of women and that 1,542 had been promoted. Total federal employment is about 11 million.

The Milwaukee Journal - March 5, 1967

Day Care Need Evident in Growth of Centers



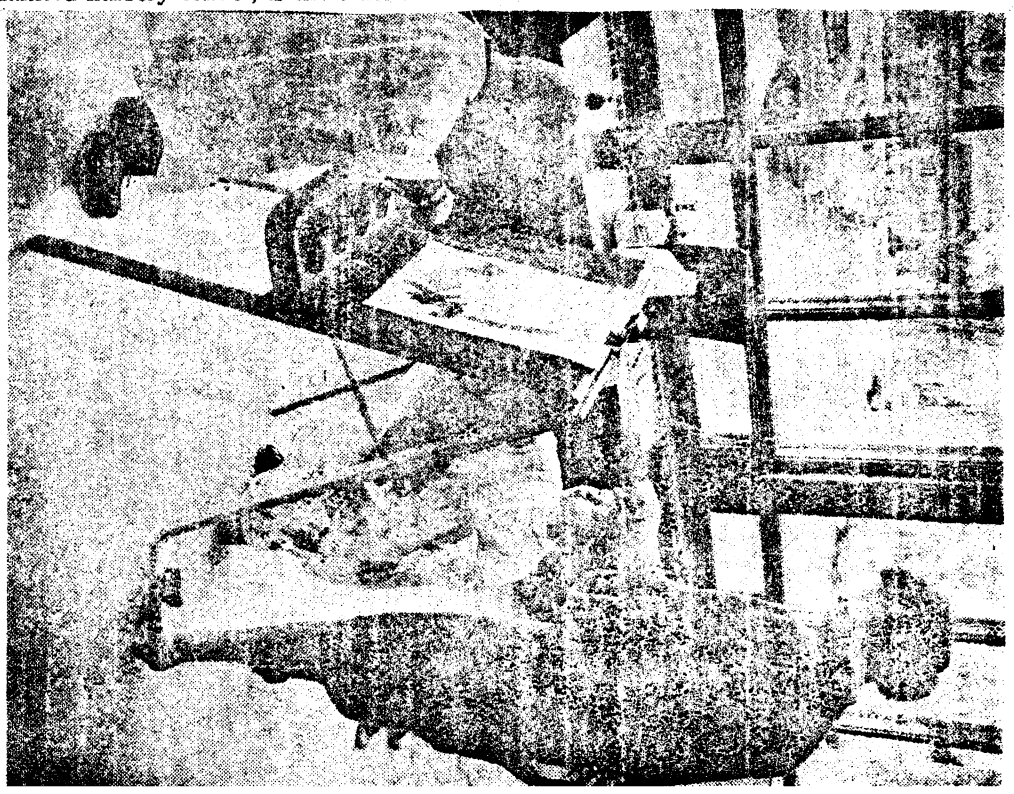
Show and tell is a happy time at the River Bend "kiddie garden," a preschool nursery group sponsored by the YWCA at Zion United Church of Christ, 3301 S. 76th st. Mrs. Bonnie Gruetzmacher, qualified nursery school, is the teacher.

By Dorothy Witte Austin

Of The Journal Staff

WHILE the day care problem continues to worry the experts, and hundreds of children receive only haphazard care from "sitters," the Milwaukee area YWCA is making small but significant efforts in the day care field.

To provide children with a healthy preschool experience and enable their mothers to enroll in YW courses or clubs, nurseries and nursery schools have been established in many locations, often in church basements.



Painting at an easel is an exciting experience for 3 year olds at the kiddie garden in First Evangelical United Brethren church, 5555 W. Capitol dr. Mrs. Doreen Achterberg, 7802 W. Fiebrantz av., watches two serious young artists at work.

New York Times - March 5, 1967

STUDY FINDS MEN FREER THAN WIVES

U.N. Agency Surveys Leisure Time in 14 Countries

By WILL LISSNER

A 14-nation study has concluded that the working mother, in socialist countries as well as in capitalist societies, has less free time than her husband.

In the United States the working mother was shown to have an average of 2.8 hours of free time on an average weekday and 7.1 on Sundays. The non-working mother has 3.5 hours free on weekdays and 7.5 on Sundays, the study shows. In contrast, the working father has 4.1 hours for leisure pursuit on weekdays and 8.5 hours on Sunday.

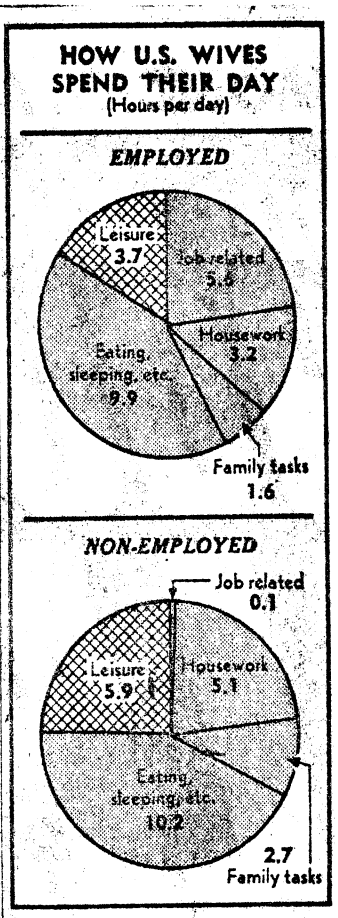
In the Soviet Union, the data show, the working mother has 2.3 hours of free time on weekdays and 4.8 hours on Sunday. The non-working mother has 4 hours free on weekdays and 6 on Sunday. But the working father has 4.1 hours for leisure on weekdays and 7.5 hours on Sunday.

The 14 countries studied, besides the United States and the Soviet Union, are Belgium, Bulgaria, France, Hungary, Poland, West Germany, Czechoslovakia, Yugoslavia, East Germany, Peru, Cuba and Greece. The last four are still processing their data. Canada, Sweden, the Ivory Coast and other countries may join the effort later.

Free time, as defined for purposes of the standardized study, is the time available for education, organizations, spectator activities, sports, walking, social life, radio and television, newspapers, magazines and books, conversation, various other leisure pursuits and resting.

The study was conducted under auspices of the International Social Council, an agency set up by the United Nations Educational, Scientific and Cultural Organization and directed by national scientific societies for social studies. UNESCO itself, an autonomous special agency of the United Nations, acted as cosponsor.

It was coordinated by the European Coordination Center for Research and Documentation in the Social Sciences, which was set up by the sponsors in Vienna. Prof. Alexander Szalai of the Hungarian Academy of Sciences was the project director.



Professor Szalai said the statistics showed that marriage reduces opportunities for education, occupational training and cultural pursuits, especially for women.

"To summarize our findings," he said, "let's say that the last state of human bondage . . . still persists, even if its burdens have been considerably lightened. August Bebel was a well known German socialist writer.

"More precisely, both categories of women—the working and the non-working—are at a disadvantage compared with men. The working women because they are overburdened with work. The non-working women because their labors are underestimated and their existence is much more drab than that of the men."

Looking at the statistics, Professor Szalai said, would lead to one conclusion about marriage: for European men it improves the opportunities for viewing television. But women have to do their ironing while watching.

The Capital Times - March, 1967

Majority Approve

Changing Attitudes In Our Society on Wives Who Work

By SYLVIA PORTER

You, Mr. American husband of a college graduate, are among the overwhelming majority in your category if you approve of your wife working or if you answer the question with a shrug and "it's up to her." A full 56 per cent of husbands of college graduates have a favorable attitude toward their wives' employment and another 26 per cent are neutral on the subject.

You, sir, are becoming an anachronism, a stodgy leftover of a near-dead era, if you disapprove of your wife holding a job. Only 17 per cent of husbands of college graduates, less than one in five, oppose their wives' employment.

If your college graduate wife is now working, your attitude is even more favorable. More than 9 to 10 of these husbands openly approve of or are neutral about their wives' employment. Only a tiny 4 per cent do not approve of their wives being in the labor force.

Most significant, your attitude is not changed by the fact that you and your working wife have children. The number of husbands disapproving their wives' employment under these circumstances remains at 4 per cent.



Sylvia Porter

These are among the provocative findings of a study of "College Women Seven Years After Graduation," made by the Women's Bureau of the Labor Department. The highlighted finding of the survey was that 51 per cent of the graduates are still in the labor force — at a time when they "are near the peak of their childbearing and family responsibilities."

But tucked into the back tables of the report are the even more fascinating aspects about the attitude of husbands. In the words of Mrs. Mary Dublin Keyserling, director of the Women's Bureau, "the overall response reflects the changing attitude of society in favor of the employment of married women."

Important as this point is, the implications in my mind go far beyond it. To me, the response signals a widespread, positive acceptance by men of the educated wife and mother as an individual who needs to maintain her own identity in the world outside the home and who should be actively encouraged to do so. It reflects a marked decline in the age-old prejudices against the working wife and mother.

It warns that the time may be coming when the woman who marries and retires permanently from the work force may undermine instead of enhance her husband's regard. The individual answers of the women also suggest clearly that the husband who approves of his wife's employment is treasured more than the one who does not.

All of this, of course, is loaded with economic meaning to employers in particular and our society in general.

To employers, this woman college graduate represents a great untapped pool of trained, increasingly scarce workers. But the employer must recognize the existence of this pool. He also must adjust his traditional work hours to take advantage of the skills of the educated wife who cannot work full-time but who could be a worker.

To our economy in general, this woman's employment is assurance that more and more American families will move into the middle and upper-income brackets — and will have increasing amounts of money to spend on non-essentials. Her work - away - from - home makes it certain that the trends toward eating-out and toward use of easy-to-prepare foods at home will continue and intensify. The same goes for spending on clothes: obviously the working wife needs a bigger and more varied wardrobe than the non-working wife.

The working wife, particularly the college-educated wife, is now commonplace and she will become more so. But we are just starting to probe the extent to which she is changing our social-economic lives and attitudes.

The Bonduel Times (Shawano) - March 16, 1967

THIRD WISCONSIN GOVERNOR'S CONFERENCE ON STATUS OF WOMEN

The Third Annual Wisconsin Governor's Conference on the Status of Women will be held on Monday, March 27, at the University of Wis., Milwaukee, 2200 E. Kenwood Blvd. Topic of the day will be "Women and Men: The Myths We Live and Work By," with discussion sections throughout the day. Registration and coffee will begin the day at 8:30 with greetings from the Honorable Warren F. Knowles, Governor, at 9:30. Keynote Address by the Honorable Martha W. Griffiths, Congresswoman from Michigan. The closing address in the afternoon will be delivered by Dr. Raymond J. McCall, Professor of Psychology, Marquette University.

Despite serious nation-wide concern the past five years for the circumstances under which women and men live and work, many recommended changed continue to be resisted on grounds that bear little relationship to the facts of life. These are the myths we live and work by—the subject of this conference.

Some social myths are holdovers from previous eras when they actually did make some sense. Some are half-truths which linger on in faded, nostalgic memories of life as we like to think it was once lived. Still others are the product of misconception prejudice, or failure to know and understand facts and their implications. However myths came to be held and believed, they tend to support social arrangements and institutions which no longer serve a useful purpose and which often stand in the way of progress.

As an example, one of the myths to be explored in Section 4: Disadvantage can be fully described in terms of income, and can be eliminated solely by increasing income. The poor are always with us and it's really their own fault because they aren't willing to work, either women or men. Poor women are no more disadvantaged than poor men.

Training and job opportunities are equally available to disadvantaged men and women. Disadvantaged women can best be helped through upgrading their husband's employability.

A fee of $5.50 will cover luncheon, coffee and materials and must be received by March 21. For more information call Mrs. Lenny Leitzke after 5:30 p. m.

The Appleton Post-Crescent - March 17, 1967

Status of Women

Outmoded Social Myths To be Probed at Conclave

MILWAUKEE — Equal employment of women and men and their related roles in public life, as partners and as parents are among topics scheduled for study March 27 at the third statewide Governor's Conference on the Status of Women.

The conference will be held at the University of Wisconsin-Milwaukee. It is sponsored by the Governor's Commission on the Status of Women, nine Milwaukee area colleges and universities and University Extension, the University of Wisconsin.

"Women and Men: The Myths They Live and Work By" is the conference theme. Each of the sessions will proceed from a review of the social myths which surround woman's role in the 20th Century. Some of the myths are holdovers from earlier social climates and others are misconceptions or half-truths which have little relationship to the mainstream of life today.

To Consider Issues

In order to view the myths in perspective, conference participants will consider issues of women's rights which currently face the Wisconsin legislature and which are directly related to the most commonly held myths. In addition to the employment, parenthood and public service discussions, the conference sessions will cover education and counseling, child care responsibilities, volunteer service, retirement and other benefits and economic opportunities for disadvantaged women and men.

Background for the discussion sessions will be drawn from the findings of the 1964 and 1965 statewide conferences and from the eight regional conferences directed by the nine Wisconsin State Universities in 1966.

Knowles to Talk

Appearances by Gov. Warren P. Knowles and Kathryn Clarenbach, chairman of the Governor's Commission on the Status of Women, will open the day's program. Keynote speaker for the conference will be Rep. Martha Griffiths, congresswoman from Michigan. Dr. Raymond J. McCall, professor of psychology at Marquette University, will present the closing address.

Prof. Dorothy Miniace, of continuing education for women, University of Wisconsin-Milwaukee, is coordinator for the conference, assisted by Prof. John Solon, assistant to the chancellor, University of Wisconsin-Milwaukee. Discussion leaders and chairmen will include women and men from academic, business, and community service fields.

Registrations for the conference are still being accepted. Additional information is available from the Office of Continuing Education for Women, University of Wisconsin, Milwaukee, Wis. 53201.

Shawano Reader - March 18, 1967

Third Conference on Status Of Women Set For March 27

The Third Annual Wisconsin Governor's Conference on the Status of Women is to be held Monday, March 27 at the University, Milwaukee, 2200 E. Kenwood Blvd. Highlighting the conference will be the topic "Women and Men: The Myths We Live and Work By." Registration and coffee will begin the day at 8:30 a. m. with greetings from The Honorable Warren P. Knowles, Governor, at 9:30. Keynote address of the morning will be given by the Honorable Martha W. Griffiths, Congresswoman from Michigan. Discussion sections and reports will analyze the various propositions and myths. The closing address by Dr. Raymond J. McCall, Professor of Psychology, Marquette University, is scheduled for 2:15 p. m.

DESPITE serious nation-wide concern the past five years for the circumstances under which women and men live and work, many recommended changes continue to be resisted on grounds that bear little relationship to the facts of life. These are the myths we live and work by—the subject of this conference.

Some social myths are holdovers from previous eras when they actually did make some sense. Some are half-truths which linger or in faded, nostalgic memories of life as we like to think it was once lived. Still others are the product of misconception, prejudice, or failure to know and understand facts and their implications. However, myths came to be held and believed, they tend to support social arrangements and institutions which no longer serve a useful purpose and which often stand in the way of progress.

AN EXAMPLE of a myth in Section 4 of the conference is "Disadvantage can be fully described in terms of income and can be eleminated solely by increasing income. . .The poor are always with us and it's really their own fault because they aren't willing to work—either women or men. . .Poor women are no more disadvantaged than poor men."

Training and job opportunities are equally available to disadvantaged men and women. . .Disadvantaged women can best be helped through upgrading their husband's employability.

A FEE of $5.50 will cover luncheon, coffee and materials. Make check payable to University of Wisconsin, Milwaukee. For further information contact Dr. Murray Maxwell in Keshena, 526-4444. A bus has been secured and the following ladies have registered for the conference: Mrs. Fannie Lemay, Sister Mary Veronita, Mrs. Lynne Skenadore, Mrs. Lucille Chapman, Mrs. Paula Dodge, Mrs. Delores Boyd, Mrs. Jack Walters, Miss Adelaide Gumaer, Mrs. Rena White, Mrs. Mary Louise Kenote, Mrs. Sarah Skubitz.

Wisconsin State Journal - March 23, 1967

Madisonians Will Take Part in Conference

Many Madisonians will be in Milwaukee Monday to participate as discussion leaders and resource people for the third Wisconsin Governor's Conference on the Status of Women at the University of Wisconsin-Milwaukee Union, 2200 Kenwood Blvd.

Sponsored by the Governor's Commission on the Status of Women, the event is co-sponsored by Alverno College, Cardinal Stritch College, Carroll College, Marquette University, the Milwaukee Council for Adult Learning, Mt. Mary College, the Milwaukee Council for Adult Learning, the University of Wisconsin Waukesha County Center, and the University of Wisconsin-Milwaukee Extension.

The theme of the conference, headed by Dr. Kathryn F. Clarenbach, Madison, chairman of the governor's commission, is "Women and Men: The Myths We Live and Work By."

The keynote address at the morning session "The Changing Role of Women in America Under Inflexible Statutory Control," will be given by Rep. Martha Griffiths (D-Mich.).

Prof. Raymond J. McCall, of the Marquette psychology department, will give the principal afternoon address on "The Intellectual Development of Women: Challenge or Threat?"

Much of the morning will be devoted to the following discussion sessions:

Women and Men as Partners and Parents; Education and Counseling of Women and Men; Equal Employment of Women and Men; Economic Opportunity for Disadvantaged Women and Men; Child Care: Responsibility of Women and Men; Women and Men in Public Life; Women and Men in Volunteer Service; and Retirement and Other Benefits for Women and Men.

Among the discussion leaders will be Prof. William L. O'Neill, of the University of Wisconsin history department; Judge Ervin Bruner, of Dane County Family Court; and Miss Geraldine Hinkel, Madison, first vice-president of the Wisconsin Federation of Business and Professional Women.

The Milwaukee Journal 0 March 21, 1967

What's Myth, Fact About Women Workers?

This question will be studied at statewide conference here

"Myth: . . . A belief, given uncritical acceptance by members of a group, especially in support of existing or traditional practices and institutions (a belief in racial superiority used to justify discrimination) . . ."

—Webster's Third New International Dictionary

By DOROTHY WITTE AUSTIN
Of The Journal Staff

Madison, Wis.—Myths and facts about women workers will be the basis of workshop discussions at the third annual statewide governor's conference on the status of women on Mar. 27 at the University of Wisconsin—Milwaukee. In preparation for the conference Mrs. Marian L. Thompson, assistant to Mrs. Kathryn F. Clarenbach, chairman of the status commission, sorted out a few myths and countered them with facts. For figures she relied on the 1966 Handbook of Women Workers, published by the United States department of labor women's bureau.

Most women who work will recognize the myths for what they are, but some women and men mistake the myths for facts, Mrs. Thompson indicated.

One myth concerns the reason women work. Many believe that women work to earn a little "pin money" or work merely to have something to do.

But the fact is that three out of five of the more than 26 million women working today are married to men whose income is less than $7,000 a year. Many are themselves heads of households and provide the sole support of children. Further, 38% of women who work have children under 18. Therefore, it seems that most women work for the same reasons that men work—to support themselves and their family and to raise their living standard above the minimum.

Marriage vs. Career

Another myth tends to construct a marriage and career conflict. Many believe that a woman must choose between a career and marriage, or between a career and a job, and that if both are pursued one suffers by neglect.

The facts indicate that this is not the case. The women's bureau figures show that the average woman worker is 41, married and better educated than the average male. Most of these women work for 20 to 25 years, stay married, and help to finance their children's educations.

A commonly held belief, even in academic circles, holds that higher education is wasted on women because most of them marry and do not use it.

On the contrary, figures show that the more education a woman has had, the greater the chances are that she will be employed. Nearly three out of four women who have had five years of college are employed, while only three out of ten high school graduates are working.

Is Pay Equal?

Another myth is that since federal legislation has been enacted prohibiting discrimination in employment on the basis of sex, women are now getting equal pay for equal work.

Actually there is a gap between legislation and practice. Nine out of ten women who work full time earn less than $5,000 a year, according to department of labor statistics. When you compare median incomes, you find that the median income of full time women workers in 1964 was 60% that of men. The percentage 64.5% is only slightly higher among technical and professional workers.

But the gap is most acutely felt in lower income brackets. Half the women who are heads of households have incomes below the federally established poverty level; families headed by women constitute one-third of all families in this country who live in poverty.

Ratio Decreasing

A widely held belief contends that women are invading many professional and other technical fields formerly occupied only by men.

But figures show that the ratio of women to men in professional and other technical fields is decreasing. For example, women earned 32% of master's degrees in 1964, compared to 40% in 1960. Today women comprise less than 1% of federal judges, 4% of lawyers, 7% of doctors.

Further, men are increasingly replacing women in top positions in public schools, in social work, libraries, all once considered female occupations. The percentage and actual number of women faculty members at the University of Wisconsin is decreasing rapidly, as in the percentage and number of women holding full or associate professorships.

Therefore the conclusion must be that women are not developing their potential today as much as they did back in the 1930's. Consequently, Mrs. Thompson concludes, it would seem that much talent is being wasted at a time when creative, trained minds are needed.

Absenteeism is far higher among women than it is among men, according to a widely held notion.

Woman's Place . . .

True, the overall absentee rate for women is 4% greater, but the increase is concentrated among mothers with young children. The absentee rate for men and women between 45 and 54 is comparable because the child rearing responsibility of women in this age group is slight. Therefore it seems that most women, like most men, are responsible, stable employes.

The favorite myth of all, as far as women are concerned, is that woman's place is in the home, as wife, homemaker and mother, and that nothing should be done to entice her away from these basic functions.

Women do feel their home responsibilities keenly, but women now are living longer and marrying younger. The result is that by the time the average woman is in her thirties, she has sent her youngest child off to school, and has from 35 to 40 years of life ahead. Her role as a homemaker is lightened with many labor saving devices and the availabilty of short-cut foods.

Labor department projections show that 8 or 9 out of every 10 girls will work at some time in their lives, so the economic facts of life dictate that they should be trained and educated to do the best they can, instead of working in the least important and lowest-paid jobs.

According to another widely held myth, there are "men's jobs" and "women's jobs," and these occupations are based on the particular capacities of each sex.

But automation and modern medicine have so changed our society that women are better qualified now to do all kinds of jobs, according to their abilities and training as individuals. Automation has replaced the need for physical strength, and medicine has removed much of the hazard and debilitation of child bearing and extended women's life span to 75 years, of which little more than a decade is devoted to child bearing. Consequently, the allocation of jobs now can be fairly made on the basis of individual talent and training.

Milwaukee Journal - March 24, 1967

Changes in Laws to Be Studied

Meeting includes 8 workshops

PROPOSITIONS to be recommended to the state legislature and others to be placed before the community at large will be debated in eight workshop discussions Monday at the statewide governor's conference on the status of women at the University of Wisconsin—Milwaukee.

Among the propositions designed for consideration by the state legislature will be these:

That Wisconsin tax law be amended to provide full deductions for child care, which enables parents to be gainfully employed, to serve on government appointed boards, commissions and committees, or to hold full time leadership positions in volunteer service organizations.

That employment opportunities be equalized under state labor laws of Wisconsin by extending minimum wage standards to men, removing hours of limitations for women and providing equal overtime premium payments for women and men four hours per week in excess of 40.

That state legislation be enacted to prohibit separation of men's jobs and women's jobs in help wanted ads, placement services, training opportunities, job promotion, pay, et cetera, unless a "bona fide occupational qualification" can be established.

That state legislation provide that approximately 50% of all appointments to public bodies at each level of government in Wisconsin shall henceforth be women.

That the state legislature amend the law with respect to driver's licenses for minors to permit the mother or the father equally to authorize their child's application and to assume legal and financial responsibility.

That the state subsidize county programs to provide homemaker services for all who need them, with, full payment for the indigent and statutory enablement of fee charging based on ability to pay.

That Wisconsin's probate code be amended to provide equal treatment of husband and wife as beneficiary in the will of the other partner.

That Wisconsin law be amended to establish a woman's legal residence at the place where she lives irrespective of the residence of her husband.

These propositions, among many others, will be distributed to participants in the conference, along with lists of alleged myths relating to volunteer service, the education and counseling of women and men, retirement benefits, responsibilities of parenthood, economic opportunities for disadvantaged women and men, public life roles of women and men and equal employment.

Mrs. Martha W. Griffiths (D-Mich.), a Detroit congresswoman, will speak on "The Changing Role of Women in America Under Inflexible Statutory Control" at the morning session.

Raymond J. McCall, professor of psychology and director of clinical training in the psychology department at Marquette university, will give the afternoon address on "The Intellectual Development of Women: Challenge or Threat?"

Mrs. Kathryn F. Clarenbach, Madison, chairman of the governor's commission on the status of women, will preside at the conference, which is co-sponsored by 10 Milwaukee area educational institutions.

Milwaukee Journal - March 27, 1967



—AP Wirephoto

Instrumental in having the sex clause included in the 1964 civil rights act, under which equality for women is being sought, Mrs. Martha W. Griffiths (D-Mich.) discussed inequities in the social security system Monday at a Milwaukee conference of the governor's commission on the status of women.

Social Security Injustices Are Cited

Rep. Griffiths says working woman supports those who haven't

By DOROTHY WITTE AUSTIN
Of The Journal Staff

Because of inequities in the social security system, women who have worked all their lives are in effect supporting women who have never worked, Rep. Martha W. Griffiths (D-Mich.) said Monday morning at the University of Wisconsin—Milwaukee. Mrs. Griffiths addressed the third annual governor's conference on the status of women, attended by more than 300 women and men from many areas of the state.

Mrs. Griffiths said that, as a member of the ways and means committee, she had repeatedly brought to the attention of the social security commission and the secretary of health, education and welfare that the act is unfair as applied to women, but nothing has been done.

She gave examples:

A woman works for 10 years in employment covered by social security, paying the maximum all that time. She marries and stops working to have children. She has five children in five years. With the birth of the fifth child she dies.

Family Gets Nothing

The husband is not entitled to monthly benefits at all. The children don't get anything either. When their mother left the work force, her right to benefits ended.

But when a man works in covered employment for 10 years, leaves his job for one not covered by social security and dies five years later, it is another story.

His wife and children are all entitled to benefits. His right to benefits continues long after he leaves covered employment. Yet the man and woman have paid the same amount into the social security fund.

Another example:

The law permits a retired working wife or widow to draw benefits either as a widow or as a worker, whichever is greater. The law works out so that the wife or widow who has never worked can—and often does—draw higher social security benefits than the woman who has worked all her life.

When Mr. A retires, fully covered, he receives $168 a month. When his wife retires she receives 50% of his benefits, the standard wife's payment, or $84. Together, they have $252, and when Mr. A dies, his widow will get $138.

Mr. B and his wife both work. Each earns $3,300 a year, and between them they contribute the same amount to social security as Mr. A did on his income alone. When Mr. B retires, he gets $107 a month. When Mrs. B retires, she draws either half of her husband's benefits as his wife, or draws on the basis of her own earnings, whichever is larger. Naturally, she draws on her own, which would be $107, so together they receive $214 a month, compared to the A's joint income of $252.

The congresswoman cited other inequities in federal statutes:

Milwaukee Journal - March 27, 1967 (CONT.)

She Must Pay

She said that when a woman employe of the state department goes abroad and sends her children to the American school for dependent children, she must pay the cost of their education. But, the school is free for the children of a male state department employe.

Mrs. Griffiths said there were one million widows with children who are drawing social security at the present time. About 300,000 of the widows are working and so are not drawing social security for themselves. Another 500,000 do not work because they can not afford to. If they did, they would have to give up social security benefits and would end up with less income.

Mrs. Griffith recommended that a widow be given the monthly benefits and be allowed to work and earn as much as she could because she would pay taxes on it.

The Milwaukee Journel - March 28, 1967

Want Equality? Fight for It, Professor Says

He urges educational counseling for intellectually superior

By DOROTHY WITTE AUSTIN
Of The Journal Staff

"YOU have to be willing to take a beating. Nothing ventured, nothing gained. No guts, no glory." This was the challenge issued to women by a psychologist who was plainly on their side in the struggle for equality. Raymond McCall, professor of psychology at Marquette university, told 325 people at the third annual governor's conference on the status of women Monday afternoon that women would not get equality unless they are prepared to fight for it.

A questioner at the end of a long conference day asked McCall how he thought a woman would feel applying for a job marked for men only.

"It would be upsetting to her, of course," McCall said. "But how did the first Negro feel in applying to a segregated school?"

Bolster Their Egos

McCall said that men still depend on the myth of women as intellectually inferior in order to "bolster their own egos and somewhat inadequate masculinity."

He emphasized that intellectually superior women should have careful counseling and guidance in choosing an occupation in which they can fulfill themselves intellectually without interfering with their desires to be wives and mothers. He recommended some branches of medicine, the creative arts and part time teaching on college faculties.

"Why aren't we recruiting women?" he queried.

The psychologist said a false dichotomy had been set up between career and home. "We simply have got to stop thinking in either-or terms and must look on women as human beings in the full sense," McCall said. They must have the right of free choice.

Women should have the absolute right, socially and morally, to marry or not to marry.

"There is no reason to feel that women who do not marry are lacking in womanhood. And if a woman chooses to marry she still has a choice, to choose another career if she desires, so long as her fulfillment does not nullify her responsibilities as wife and mother," the speaker said.

There is a difference between the woman who renounces a career out of her own choice, he added, and the woman who is forced to this position by various pressures.

The psychologist said he was not insensitive to the claims of the young child on his mother's attention and the benefits conferred on mankind by the care of woman, but at the same time he felt that these activities could now take only a small part of a woman's effective and productive life.

Educators and others had generally failed to see that the intellectual development of women took place over a lifetime, McCall said.

"A Brief Excursion"

"We have tended to think of a woman's education as a brief excursion . . . in the nature of a premarital caper, as something over with and done with at marriage, but which will have some residual carryover into marriage and motherhood. Or else we have thought that with an education for a career a woman would not be expected to marry, or that her marriage, if any, would be late and lame," the psychologist said.

Consequently, educators had not seriously attacked the problems of women's education, he said, or provided the counseling and guidance so badly needed.

Women of superior ability, intellect and ambition ought to be identified early, taken out of a restrictive social structure and given an opportunity to grow mentally. He cited this example.

Boys and girls at the sixth grade level, with an IQ of 140 composed about one-half of 1% of the population, and the boys in this group outnumbered girls 5 to 4. (Boys with an IQ of 60 also outnumbered girls with the same IQ, so the range among boys was simply greater, he thought.)

But at the 10th grade level, boys with an IQ of 140 outnumbered girls 10 to 5, or 2 to 1, research showed.



Raymond McCall

They Got the Idea

"What happened to those girls?" he asked. "They got the idea that it's not right for a girl in our culture to be intellectually ambitious, because she might lose out in the marriage market."

McCall said it was clear that the Soviet Union was making better use of its intellectually capable women than was the United States. He said 75% of Russian general practitioners, 85% of high school science teachers and 25% of engineers were women.

"Like other disadvantaged groups, it is only through intellectual development that women will achieve emancipation. If you wait until it is handed to you on a platter, you will have a long, long wait. Men will continue to give you token equality, like Negroes are given in the south, indefinitely, unless you stand up and fight for it."

Oshkoah Northwestern - March 29, 1967

Equality for Women Still Found Elusive

"Women and Men: The Myths We Live and Work By" was the theme of the Third Wisconsin Governor's Conference on the Status of Women held Monday at the University of Wisconsin-Milwaukee.

By the end of the day, exploration of myths and attitudes about today's woman — done through a series of eight workshops — resulted in the conclusion that psychological attitudes and statutory limitations continue to restrict equality for women — but females are still their own worst enemies.

Representing Oshkosh at the Conference was Mrs. Ruth Nelson, associate dean of students at Wisconsin State University-Oshkosh, who was a resource person for the discussion section, "Women and Men in Volunteer Service."

Co-sponsors of the event were Alverno, Mount Mary, Cardinal Stritch and Carroll Colleges, Marquette University, Milwaukee Council for Adult Learning, Milwaukee Vocational Technical and Adult Schools, University of Wisconsin Waukesha County Center, University of Wisconsin-Milwaukee and University Extension.

Women's best friend in Congress, Rep. Martha A. Griffiths (D-Mich.), was keynote speaker and graphically sketched the inequities in the social security system and government service in the keynote address.

American education was scored for its unrealistic appraisal of women's career needs by psychologist Raymond J. McCall, Marquette University professor, in the summation.

In between, the women themselves — aided by men as discussion leaders and resource persons — assessed myths and proposed legislation in eight areas of women's lives.

Presiding was Dr. Kathryn Clarenbach, Madison, chairman of Wisconsin's Governor's Commission on the Status of Women. Resource and discussion leaders were persons from throughout the state — leaders

"American education has generally failed to think of the intellectual development of women over a lifetime," McCall said. "Their education has been aimed at the time before they marry — in the nature of a premarital caper."

McCall maintained that women's education has to be considered in three phases — a premarital career, continuation in some sense during childbearing years and an intensive return to that career when their children enter school.

"We must contrive to get the intellectually superior woman out of the social structure ruled by the feminine mystique," McCall added.

Using an example of testing sixth grade children, McCall said there would be a proportion of five boys to each four girls with an IQ over 140. In the same group tested four years later at the 10th grade, the proportion would be 10 boys to each 5 girls having the 140 IQ.

"What happened to those three girls?" McCall asked. "They're not so dumb. They got the idea that it's not quite bright in our society for women to be intellectually superior or they will lose out in the marriage market."

Mrs. Griffith is credited with inspiring the addition of the word sex into the civil rights act. As a member of the ways and means committee of the house of representatives, she is currently pushing for amendments to the social security act.

"Women (married) who have worked all their lives are supporting the women who haven't," Mrs. Griffiths told. "The entire law (social security) was drafted on the assumption that men support the household and women stay home."

Amendments are being drafted which will provide as much return for working women and their surviving husbands and children as widows; a working husband and wife with tax credit the same as a person holding two jobs and an adjustment to permit widows with children drawing social securities without sacrificing their insurance benefits.

"All we're trying to do is create a more equitable world where women can buy at least as much for their money as men are buying with theirs," Mrs. Griffiths concluded.

Summations of the eight interest groups were given at the afternoon session.

"Women and Men As Partners and Parents" suggested that there is need for education of the family on all levels, an extension of homemaker services, and emphasis on the family as a whole, rather than any one member.

In "Education and Counseling of Women and Men" it was recommended that counseling of girls should begin at an early age for the realization that women's role can be richer and broader than is usually believed.

"Equal Employment of Women and Men" encouraged women to accept leadership roles in labor groups and to go after better jobs, but that training in this should begin in the home.

The cycle of disadvantaged groups must be broken at the governmental level it was concluded in "Economic Opportunities for Disadvantaged Women and Men." Elderly persons' service projects were suggested and improved recreational and health programs.

In a "Child Care Group," it was recommended that this be emphasized for the interests of the child, not the mother. Income tax deductions were suggested for expenses incurred by people in such service volunteer capacities.

Women should be encouraged to serve on governmental boards and committees and a study of statutory requirements made to eliminate discriminatory qualifications, as they run for public office it was decided in the section, "Women and Men in Public Life."

A clearing house for volunteer workers would be a good asset to communities it was decided in the group, "Women and Men in Volunteer Services." Training such a bureau.

Equal subsidy retirement and survivors' benefits to men and women was urged in a group discussion on Social Security.

LaCrosse Tribune - March 30, 1967

Women Must Fight For Equality Claims University Psychologist

Raymond McCall, professor of psychology at Marquette University, was keynote speaker for the third annual governor's conference on the status of women held Monday at Milwaukee.

McCall claimed that women would never get quality unless they were prepared to fight for it. They will also have to be willing to take abeating, until that end can be accomplished he added.

The professor was asked by one woman how he thought a woman would react and feel about applying for a job advertised "for men only."

"It would be upsetting to her, of course," McCall commented. "But how did the first Negro feel in applying to a segregated school?"

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CREATIVE ARTS were among the fields that McCall suggested that women might choose as an occupation which would not interfere with their desire for a home and family. Other jobs suggested were some branches of medicine and part-time teaching on college faculties. McCall cautioned that intellectually superior women should have careful counseling, so that they can make their choice wisely to meet these conditions.

It is a woman's choice to marry, or not to marry. "We must look on women as human beings in the full sense," McCall said. "They must have the right of free choice."

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A WOMAN IS not lacking in womanhood merely because she chooses not to marry. The speaker said that if a woman chooses to marry, she should also be allowed a career, as long as it did not overshadow her responsibilities as a wife and mother.

Education to some is considered a "premarital caper"—coming to an end when the woman marries. Others feel that if a woman chooses an education leading into a career, then she should not marry. Only in recent years have people come to realize that both may be combined with success.

Because of these attitudes educators have not seriously looked closely into the counseling and guidance needed so badly in women's education.

McCall pointed out that he felt that women of superior ability should be identified early, and given an opportunity to grow mentally, outside of the strict social structure.

Such countries as Russia are making far better use of their intelligent women than the United States he concluded.

April 6, 1967

BPW Club

Women's Status Is Discussed

Duties of the Governor's Commission on the Status of Women were discussed and explained by Dr. Kathryn F. Clarenbach, chairman of the commission, at the Wednesday evening meeting of the Manitowoc-Two Rivers Business and Professional Women's Club at the Manitowoc Motor Hotel.

Dr. Clarenbach is also director of University Education for Women, University of Wisconsin, Division of Student Affairs. In addition, she is a member of the Governor's Advisory Council on Economic Opportunity and the Industrial Commission's Advisory Committee on Equal Opportunity for Women.

During her talk, she presented a brief history on the Governor's Commission on the Status of Women, which is now three years old and operating without financial assistance from the state.

"Wisconsin was one of the first states to initiate such a commission and now there are 49 state commissions. Business and Professional Women's Clubs were instrumental in their formation," she told the women.

Members also learned that Wisconsin had one of the first state laws, passed in 1961, prohibiting employment discrimination based on sex. "However," Dr. Clarenbach warned, "the enforcement of this law has been pathetic. It is even more disturbing to learn that among state employes, women are heavily concentrated in the lower paying positions although a recent survey showed that women in this same group held more college degrees. I hope that Governor Warren Knowles will set up a task force to look into such inequities."

Concerning her work with the Industrial Commission, Dr. Clarenbach spoke about changes concerning regulations for "women and minors." The Advisory Committee feels that the solution would be to have the same standards for all workers and recommends that workers receive time and a half after an eight and forty hour work week. The worker would then have the option of working overtime, but the employer could not make this a condition of employment, she said.

A newly formed national group, National Organization for Women, was outlined by Dr. Clarenbach, who is chairman of the board. Members belong to this group as individuals dedicated to equality of men and women. "It is an action group," she said.

During the business session members elected officers for the coming year. They are Mrs. Hazel Teske, president; Mrs. Edith MacDonald, first vice president; Mrs. Lois Shireman, second vice president; Mrs. Evelyn Kliment, recording secretary; Miss Agnes Pieschel, corresponding secretary; and Mrs. Theresa Froemming, treasurer.

New offices will be installed at the May meeting.

Other items of business included approving a per capita contribution to the Wisconsin Promotion Fund and election of delegate to the state convention to be conducted in May at Appleton.



BPW SPEAKER—Dr. Kathryn F. Clarenbach, left, chairman of the Governor's Commission on the Status of Women, was guest speaker at the Wednesday meeting of the Manitowoc - Two Rivers Business and Professional Women's Club meeting. Standing with her from left are Mrs. Barbara F. Kelley, legislative chairman for the club, who arranged for the speaker; and Mrs. Hazel Teske, president of the club. (Photo by staff photographer)

The Milwaukee Journal - April 9, 1967

Could Women Head State Universities?

Mrs. Williams, board member, suggests they be considered

Journal Staff Correspondence

Stevens Point, Wis.—Mrs. Mary Williams, the only woman member of the board of regents for the Wisconsin State university system, plans to suggest that outstanding women be considered for the two university presidencies now open at Whitewater and Stevens Point. A member of the regents' education committee, which will interview candidates for the posts, she knows the settings, circumstances and problems of the two situations, and feels that Wisconsin has some women who could serve well in these positions.

Mrs. Williams, wife of an advertising and public relations man, Robert D., and mother of Jennifer, 14; Mark, 11; Sarah, 10, and Faith, 22 months, has long been an active volunteer worker, even in her college days at the University of Wisconsin, where she served as secretary and president of the Women's Self-Government association, now called the Association of Women Students.

Originally a Janesville girl, the daughter of Mr. and Mrs. L. A. Markham, she and Williams were married when both were students. They lived in Madison after graduation while he was a trade magazine editor.

Later, they lived in Kohler village, where her husband was an assistant to the company's public relations director, and Mary Williams served as a Girl Scout leader, was a member of the Girl Scout council and a player in the Sheboygan Community theater. When the family came to live in Stevens Point, both became interested in university affairs and attended many university functions. They are longtime friends of Gov. Knowles, who appointed Mrs. Williams to the board of regents two years ago when John Thompson resigned.

Gives Her Views

Over a cup of spiced tea in the big family room recently added to the handsome red brick contemporary house in suburban Park Ridge, Mrs. Williams reviewed her ideas on Wisconsin education, the place of women, the possibility of merging the two higher education systems and the desirability of achieving uniform standards within the state university system.

"The Wisconsin statutes say that at least one woman must serve on board of regents," Mrs. Williams said. "This is not true of the University of Wisconsin board of regents."

Mrs. Williams said some traditions had developed over the years which might not be in the best interests of the state. One was that a regent would be appointed from each community which had a state university. She felt that the regents should represent the best interests of the state and its citizens rather than the interests of one university or community.

Selecting university presidents is one of the board's most important tasks, she believes.

Mrs. Williams said the education committee had not met since President Albertson's death, but would soon meet, and probably be expanded in order to begin the process of selecting new presidents.

Never Considered

Mrs. Williams said she thought that the potential and capacity of women for administrative service in the academic world had not previously been seriously considered by the board. Women had always served as presidents of private women's colleges and as heads of hospitals, so that one might reasonably conclude the administrative ability was there.

In her experience on the board, she said, the men regents had been extremely interested in her views. She never felt, in expressing an opinion, that she was speaking as a woman, but only as a member of the board.

"We've had a good exchange of opinions," she said, "and perhaps it is because I have taken time at home to read and study and have been able to contribute something from what I have learned, and I have felt that they have listened with interest. And I think these gentlemen would feel that way about any woman who served on the board.

Can Affect Board

"I think it is important to consider the possibility of having more than one woman on the board of regents because women are deeply interested in education. In the same way, they understand many aspects of business as well as men do."

Although she and her husband are Republicans and she is a firm supporter of the Republican administration, she feels that politics sometimes hurts the board of regents. She recalled that in a previous Democratic administration, two appointments to the board of regents were held up by a Republican senate.

"What it has meant is th at this time there are mo Knowles appointees startin together as a board tha would usually be the case, i stead of having appointmen staggered. And I have m doubts as to whether this really a good arrangement, Mrs. Williams said.

There was an attempt, sh thought, to get some uniform ity so every person will unde stand what he can expe from the institution. Tenur in the state university syster is covered by statute, and s the committee studied it fror the standpoint of what wa possible within the framework of the law.

The aim is that every fresh man student and every trans fer student be treated in ex actly the same way in which ever of the nine universities he applies to, so that the same standards are used to inter pret his academic qualifica tions and record.

Have Enough Schools

She said the state now had all the educational institutions it could absorb and hold. She thought perhaps the co-ordinating committee would make some progress in this matter.

Mrs. Williams said she did not think the state of Wisconsin would encourage competition between two educational systems of higher education if they were really ending up doing pretty much the same thing.

"It seems to me that eventually we will have to merge

The Milwaukee Journal - April 9, 1967 (CONT.)



Mrs. Mary Williams of Stevens Point

the two," she said. She indicated she had sat in on some high level discussions of this possibility.

"And then we are embarking on this program, which is terribly important, of increasing technical and vocational opportunities in post-high school education, and want to get as much encouragement from the state in terms of money and moral support as we possibly can," she said.

She said she thought Wisconsin should have one system of higher education, and a separate system of vocational and technical education. Private schools in the state should also be joined into a system. The result would be, she thought, that all could be co-ordinated, to meet students' needs in the best possible way.

The competition which develops for money in the state budget also means competition for students because if you get enough students, you can justify a building program, and "it seems to me that this works against the best interests of the student."

Milwaukee Journal - April 9, 1967

Women Settle for 'Cozy' Life

Mrs. Park cites leadership gap

New York, N. Y. — UPI — Women have done battle for suffrage and for equal pay for equal work alongside men.

But women still drag their heels in an area where they're desperately needed — in the roles of leaders.

Instead, they are settling for a "cosy, restricted, small" existence.

These are views of Rosemary Park, president of Barnard college, who soon will move to a top post with the University of California at Los Angeles.

"Never have we had a time in which sheer brain power is so important," said Mrs. Park. "The rewards today are for brains. And it doesn't matter to which sex they belong."

Yet there exists a massive leadership gap between men and women and Mrs. Park sees this "absence of qualified women for posts of leadership" as a matter of profound concern to the nation.

The college president's comments were touched on briefly n her final biennial report to arnard's trustees. She exanded on them in an interiew.

Where Do They Go?

In a nation where more persons get college and university degrees than ever before, what happens to these potential women leaders?

"We just don't have them anywhere," she said, "whether it's in government, industry or education."

And it isn't because of discrimination because of sex either—"Oh, there might be one or two instances, but it can't be generalized." A portion of the 1964 civil rights act forbids discrimination anyway.

As Mrs. Park put it, "President Johnson is making every effort to get women into government (with more than 120 appointments to federal posts). But we have no women in the cabinet, for instance. The government crop just isn't ready to harvest yet."

In education, the leadership gap shows in the absence of women as college presidents, deans, even full professors, she added.

Variety of Reasons

Barnard's president gave a variety of reasons women settle "for a relatively small existence."

There was the "big retreat" to suburbia, which made it almost impossible for women to run a home and be a job leader too.

Women with families are less mobile, because husband and children necessarily come ahead of career.

In turn, traditionally men are "more aggressive — the man knows he is under the economic pressure of making the living for himself and family. A woman usually is responsible only for herself."

The affluent society in which women do not have to work—although 26 million of them do—also is a factor in the leadership lag. And Mrs. Park believes there is a traditional lack of scope in women's aspirations.

Need Encouragement

The solutions? She said that women need to be encouraged to think in more factual, realistic terms about the opportunities society offers them, which seem indeed to be almost limitless.

Get all the education you can, while you're young and it's easier. Colleges and universities help to show young women that their lives "need not be cozy, restricted and small," she said. "This is proved over and over by the number of girls at Barnard who go on to graduate work and added basis for leadership."

Mrs. Park formerly was president of Connecticut college. She leaves Barnard June 30 after nearly five years as president to become vice-chancellor for educational planning and programs at UCLA. Her husband (she married after the Barnard appointment) is Dr. Milton Anastos, professor of Greek at UCLA.

They overcame the separation gap "by supporting the airlines and phone companies," she said.

Clothing Industry Joins Union to Set Up Child Care Centers

Washington Post News Service

Washington, D. C.—A major breakthrough by American industry in providing day care for children of working mothers has been announced here.

To the tune of $1 million dollars, the men's clothing industry has joined forces with the Amalgamated Clothing Workers of America (ACWA) to set up three day care centers for children of industry employes.

Sam Nocella, international vice-president of the union and manager of the Baltimore regional joint board, told a conference on working women and day care needs that ground would be broken for the first of the centers in Baltimore on June 17.

One of Three

The Baltimore center is one of three which will take care of about 900 children.

The other two centers will be located in Chambersburg and in Hanover, Pa.

The centers are to be financed on a 50-50 basis by the union and the industry.

The Baltimore center is expected to be completed in a year, and will have a staff of 45 to 50 persons to supervise about 370 children.

The financing of operating costs will be negotiated along with the union's new contract in 1968.

Nocella said in an interview that his union had been pressing for this "breakthrough" in day care since 1963.

Forty years ago, the men's clothing industry had 80% male employes, and only 20% female, he said.

Today, he said, the male-female ratio has been reversed, and both the union and company managements are concerned at the high rate of absenteeism among women employes.

Responsible for Children

"We realized that the real reason why women stayed home was because they had to take care of their children," Nocella said.

Nocella personally approached leaders of the industry in Baltimore, asking them to assume some of the responsibility for the care of children of their women employes.

Nocella chided American industry for doing much to encourage women to enter the labor market, but "doing little to take care of problems that women are heir to."

Wisconsin State Journal - May 23, 1967

Geraldine Hinkel Heads BPW Club

Miss Geraldine Hinkel, 25 Lathrop St., was elected president of the Wisconsin Federation of Business and Professional Women's Clubs Inc. at its 47th annual convention Saturday in Appleton.

Miss Hinkel, administrative assistant to the dean of the College of Letters and Sciences at the University of Wisconsin, helped organize the Governor's Commission on the status of Women, and has served as its secretary since 1964.

She has served in many capacities for the state and Madison BPW groups. She is a member of Zonta International, Wisconsin Employes' Assn., and the Business Women's group of Christ Presbyterian Church, and has done volunteer Red Cross work.

Miss Hinkel appointed Miss Winifred I. Statz, 322 N. Bassett St., as her corresponding secretary.



MISS HINKEL

State Officers

Other elected state officers are Miss Evelyn C. Hansen, Sheboygan, first vice-president; Miss Evelyn R. Ecker, Appleton, second vice-president; Miss Ruth Lens, Burlington, third vice-president; Mrs. Meralda Johnson, Racine, recording secretary; and Miss Leona Opitz, Kenosha, treasurer.

For the second consecutive year, the Madison club was awarded the federation's Legislation trophy. Mrs. F. W. Buschke accepted the award for Mrs. Charles E. Hemingway, the club's legislative chairman

Upon the Madison club's recommendation, the convention voted to support the Governor's highway safety program, including the implied consent provision, and to advise legislators of their opposition to the proposed authorization of 65-foot-trucks.

Propose Legislation

The convention also voted to propose and support legislation for uniform laws and regulation for men and women employes as to working hours, working conditions, pay rates and equal employment opportunities; and uniform taxation and retirement legislation for men and women.

Miss Barbara Johanski, Sheboygan, was selected as the 1967 Wisconsin Young Career Woman.

Miss Hinkel appointed the following state committee chairmen:

Miss Viola Krueger, Merrill, parliamentarian; Miss Mabel Wylie, Wisconsin Rapids, legislation; Miss Edna Griep, Two Rivers, civic participation; Miss Janet Steinke, Oshkosh, public relations; Mrs. Amy Wendel, Wauwatosa, world affairs; Mrs. Edith Harb, Madison, by-laws; Miss Lynda Hollenbeck, Appleton, records and historian; and Miss Isabelle Kelly, Rice Lake, music.

The 1968 state convention will be held in Madison. Mrs. Hazel B. Paschall, Madison president, issued the invitation.

Rights for Women Still Just Policy?

By JUDY SCHUSTER
Women's Staff Writer

Women must be convinced that they have as much to offer the world as men, a University of Wisconsin woman faculty member said in Wichita this morning.

Dr. Kathryn Clarenbach, director of university education for women, added, "Men must learn to share with women the increasing burdens and responsibilities as well as the increasing opportunities . . ."

DR. CLARENBACH spoke at the opening of the Wichita State University conference on "The Growing World of Modern Women." About 50 area women attended the one-day event.

A wife and mother of three children, she lectured on "The Realities of Continuing Education."

"Federal and state laws which guarantee equal rights for women are still really just policy not strictly enforced laws," she explained. "At the University of Wisconsin, for example, women faculty members earn an average of $2,000 a year less annually than men faculty members.

"Sixty per cent of the women employed by the state of Wisconsin have college degrees, yet their average income is only between $3,000 and $4,000. Although President Johnson has appointed 130 women to high positions, most of these are advisory posts, not decision making jobs," she said. "Many of the new women in the government are simply replacing people who came in during the Roosevelt administration and are now retiring."

DR. CLARENBACH emphasized that she was not interested in shifting the disadvantages from women to men, but only in giving some advantages to women, since the families and husbands profit.

She said "The long standing concept that men should be the doctors, lawyers and chiefs and women the secretaries and nurses must be changed."

Women, she said, can move into the "outer home world" only if they first analyze the internal and external reasons behind their move.

FACTORS WITHIN the woman herself which will influence her success are her previous education and experience; the quality of her intellectual life during the period she has raised her family; the quality and content of volunteer service she has been active in; how long it has been since she was part of the outer world; what her field of study is; what are the reasons and motivations behind her reason for resuming her education or employment; and how important are these future plans to the woman.

"You cannot add some things to your life without being willing to forgo others," she cautioned. "You must decide what is important to your individual family and what the family is willing to forego."

BUT SHE POINTED to the thousands of women flocking back to campuses all over the nation, the removal of age limits both on campuses and in jobs and the gradual acceptance of part time study rather than the usual full-time progress toward a degree as signs that things are changing.

"There is a complete change in the employment scene," she said. "Older women are being employed and women can succeed."



Staff Photo

Dr. Clarenbach, center, spoke at conference opening. Later she relaxed with Mrs. John K. Fulton and Dr. Jackson O. Powell.

Turners Will Admit Women As Members

The Madison Turners, who have limited membership to men only for more than 100 years, passed a resolution at the annual meeting to permit women as members.

Officers elected at the meeting were Charles Thompson, 5438 Esther Beach Rd., speaker; Donald Yngsdahl, Route 1, DeForest, second speaker; Fred L. Bartels, 1225 E. Mifflin St., secretary; Richard Potthast, 2317 Carling Lane, treasurer; Louis Rall, 1803 Regent St., bookkeeper.

Russell Wiese, Route 2, Verona, physical committee chairman; Jerry Mulrooney, 1005 Sioux Tr., assistant; Robert Yapp, 78 Merlham Dr., member of the board, and Erwin Carter, 650 Midvale Blvd., trustee.

The Milwaukee Journal June 11, 1967

Young, Enthusiastic Staff Takes Action on Poverty

By Dorothy Witte Austin
Of The Journal Staff

Madison, Wis.—One of six in the country, the center for action on poverty here has a young and enthusiastic and mobile staff engaged in a variety of training and field programs. It is funded by the office of economic opportunity but is closely linked with the University of Wisconsin, and in September will move its headquarters and overall direction to Milwaukee.

Its acting director is a young mother of four children who looks like a coed and talks like a philosopher. Mrs. Barbara Arnstine began to work for the center in August, stayed out a few months to have her fourth child, and when she returned to work in January discovered she was acting director.

Qualifications of Staff

The center now has 19 professionals on the staff and a supportive clerical staff of seven. Some have unique combinations of skills, such as the lawyer who is also a social worker and the anthropologist who also has a master's degree in public health.

Most have degrees and some years of experience. A few are fresh from the university or have a great deal of experience in community organizing and are in the process of achieving degrees.

Director Talks About Job

"My responsibility has been to organize the staff," said Mrs. Arnstine, "but I am not an administrator. And now it is time to fill the position with a qualified administrator. Actually, I prefer teaching."

She added that an administrative job required an on the job effort, whereas preparation for teaching can be done to a great extent at home. Her children are Stephen, 10; Anne, 6; Ruth, 5, and Rachel, 7 months. Her husband, Donald G., is associate professor of educational policy at UW. Before her appointment at the poverty center, she was an assistant professor in the education department at university extension.

The Arnstines will leave Madison this summer to go to Boston university to teach in the fall. Mrs. Arnstine will be teaching educational philosophy courses with emphasis on social action and believes she also will be doing community development work of some kind.

Mrs. Arnstine said the center's major obligation was to train community action personnel.

"We have trained community action program directors in a variety of fields. We have brought them to the campus, talked with them about the level of programs in their communities, in the areas of health, education, neighborhood centers and manpower," she said.

The center's budget is $800,000 this year, and is not yet financed for next year. But the plan is to budget for a million dollars. She indicated that the university had a substantial commitment in the center, and the work would continue with or without federal funding.

Necessary Efforts

"The university relationship with the government is one of tension, necessarily," she said, "because the government is geared to short run, immediate results and the university is a peculiar type of institution in that it can afford to wait, to look to the future. Our concern is that in the long run the real problem is not going to be solved without tremendous educational and social efforts."

Mrs. Arnstine is a graduate of Colby college, Waterville, Me., and received a Ford Foundation scholarship at Harvard university. She took her master of arts in education and her Ph.D. in the philosophy of education at the University of Wisconsin.

She always has combined social work programs with teaching. In 1964 she was assistant professor in the school of education at the University of Tennessee, Knoxville, and was also assistant director of a federally funded project, teaching instructors how to teach in an integrated classroom. Then she returned to Wisconsin where she was an assistant professor in education for university extension. She taught graduate courses and also helped public schools devise programs for the use of federal funds under the elementary and secondary education act.

Program Line-up

The center's most interesting new program for the summer, in Mrs. Arnstine's view is one that is funded by a Rockefeller Foundation grant. Fifty fifth grade children, Negroes, Indians and rural whites from Shawano, Menomonie, Beloit and other areas, will be brought to the university campus for fifth grade remedial work. They will live in university dormitories for the summer. The teachers who work with them will live in the children's communities for one week before the remedial school begins and for one week afterward and will teach in the children's schools in fall.

"This program is designed as much for the teachers as it is for the students," Mrs. Arnstine said.

Another program in view next year will bring 50 migrant students to the campus for a full year, to prepare for high school equivalency tests. Students from 17 to 21 will be selected on the basis of eighth grade level potential.

"We are working with the school of education and with special departments, such as guidance and counseling, music, curriculum, and all that contributes to the development of the program and the organization of university resources to meet these needs," she said. The poverty center has the status of a department in university extension under the division of human resources.

Mrs. Arnstine said that the program of training community leaders had been "enormously successful" with 75% placement of graduates in community jobs, either working in social agencies or star

The Milwaukee Journal - June 11, 1967 (CONT.)

ing community action programs.

"In community after community, we have found that if we did get people going, an enormous amount could be done without dropping in extra money. Mainly, we have to teach people how to organize themselves, to solve any problem. It is a matter of thinking and caring about the community," she said.

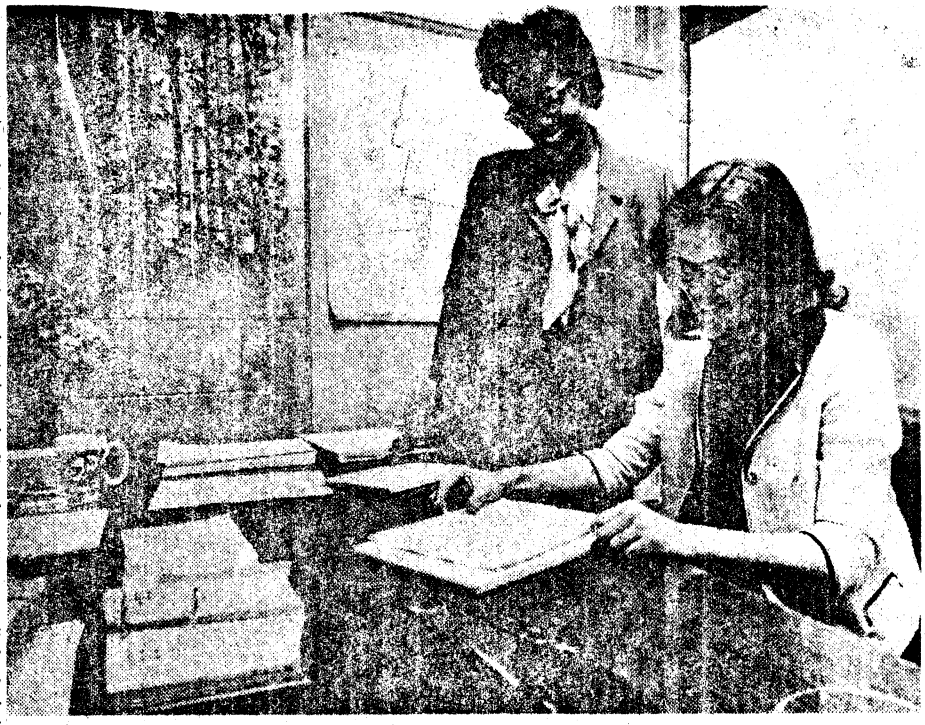
But the success of such ventures does not mean that there are no gaps in the poverty program, she indicated. Although she is not a joiner of women's organizations, she feels that the whole social welfare program takes a "fantastic view" of women.

Sees Some Flaws

"If a woman has a child in the Head Start program, she must remain at whatever status she has in order to keep her child in the program. If she makes an effort to get a job, to improve her position, then the service to her children is cut off," Mrs. Arnstine said.

"The government then is in the position of saying to the woman, 'we will help your children as long as you stay the way you are. If you try to improve yourself we will stop helping your children.' This is a fantastic attitude," she said.

She also sees what others have seen, that the Head Start program is effective as far as it goes, but that it fails ultimately because there is no follow through with the students in the primary grades. She is inclined in this instance to feel that the public schools have not made the kind of effort that is needed, she said.



Acting director of the University of Wisconsin—Madison center for action on poverty is Mrs. Barbara Arnstine, right, a teacher turned administrator, mother of four children. Mrs. Velma Ritcherson, left, wife of the football coach, Les, and mother of a UW freshman, Lewis, is her project assistant.

The Milwaukee Journal - June 11, 1967 (CONT.)



Many of the professional staff travel, so staff meetings are difficult to arrange. Present one day were (clockwise from left) Mrs. Barbara Arnstine, acting director; Mrs. Margaret Juers, program development manager; Robert Bright, specialist in community organizing; Charles Miller (standing), public information officer; Frank Best, finance officer; Miss Helen Schierbeck, Indian affairs specialist; Miss Helen Bruner, migrant affairs specialist; Donald Duxbury, rural community specialist; Miss Winifred Jones, office manager, and Hiroto Zakaji, community leadership specialist.

Janesville Gazette, March 22, 1968

Commission Seeks Labor Revisions for Women

MILWAUKEE—Leaders in legislation dealing with licensing agencies were commended by the Governor's Commission on the Status of Women at its March meeting in Milwaukee.

Wisconsin Assemblywomen Mrs. Carolyn Blanchard, Edgerton, and Mrs. Esther Doughty, Horicon, co-authored the Wisconsin Fair Employment Act amendment.

It brings licensing agencies under the provisions of the Act and consequently under the jurisdiction of the Industrial Commission.

"This means that all bodies which issue licenses, including municipalities and boards, must follow the same procedures," said Kathryn R. Clarenbach, Madison, chairman of the Governor's Commission. "They must insist on the same requirements for all applicants, regardless of the applicant's sex, race, color, creed, national origin, age and handicap.

"It also means that the Department of Industry, Labor and Human Relations in its enforcement capacity can hear complaints and issue rulings which comply with the amendments," Mrs. Clarenbach said.

Publicized cases which helped bring about the amendment were the refusal of several city councils (Horicon, Madison, Beaver Dam, Appleton and Wausau) to license women as bartenders.

"Such a denial could not previously be prohibited by the Industrial Commission; now it can," Mrs. Clarenbach said.

The Blanchard - Doughty amendment affects other agencies than municipalities, the chairman pointed out, and applied to any profession or occupation for which a license to practice is required.

The Commission on the Status of Women continues to urge additional changes in Wisconsin labor law to extend minimum wage to men, eliminate hours restrictions and for women and apply overtime penalties of time and a half for all workers and prohibit segregation of help - wanted ads by male and female, she said.

Such legislative measures were introduced into the last session of the state legislature but did come to vote.

Capital Times - June 15, 1967

Bruner's Goal: A Fighting Chance for Every Child in Dane County

Citizen Volunteers Aid Juvenile Court and Troubled Youths Gain

By LENORE M. COBERLY

"IT MAY be that the formation of the Dane County Citizens Association for Children and Youth is the most important thing I have seen happen as judge of the Family and Juvenile Court."

Judge Ervin Bruner made his thoughtful evaluation during the first annual meeting of the Citizens Association. Then he challenged the group with; "Enough action has been started to show what volunteers can do."

Long before the formation of this citizens group in February, 1966, Judge Bruner had been seeking and using volunteer help in the rehabilitation of young people and families who appeared in his court.

Many church and service club members in Madison will remember having him speak to their groups about the needs of disadvantaged families. Among the early efforts were Family Living Classes for parents of troubled children and Day Care for children neglected in their homes. The court worked with community agencies but volunteer help was essential to carry out the programs.

* * *

As the need for volunteer help and an informed citizenry became more apparent Judge Bruner called representatives of church groups, PTAs and service clubs together to form the Citizens Association. Within this association were three Task Forces charged with setting up and staffing programs for children, youth and families.

At about this same time the federal Poverty Program gained momentum in Dane County and funds were available for extended efforts. These efforts called for still more volunteers and citizen support. The new Citizens Association with Judge Bruner as consultant applied itself to securing this support. Head Start and Youth Corps alone have been served by more than 200 volunteers.

At its first annual meeting last May, the Citizens Association jokingly recognized Judge Bruner's leadership to their group by issuing a legal citation against him. They accused him of "attending a more than humane number of meetings" and ordered him "exiled for a month with only his family for company."

He reacted by saying special thanks to volunteers who had served "beyond the call of duty," giving as an example Mrs. William Roehm who prints the organization's news letter in her basement on cast off equipment which she repaired herself.

* * *

The judge then began speaking of the children who seem never far from his mind. When the Task Forces met separately he visited each one with ideas for the coming year. The Family Living Task Force which is charged with providing volunteers for the Head Start Parent Education program was asked if some members would help in classes for the parents of delinquent youths. Mrs. Edna Neidermeir, chairman, nodded assent.

A project Judge Bruner has had in mind for many years may get underway in the Youth Task Force under the chairmanship of Mrs. Fran Bright. Young persons who have been through court experience often lack any knowledge of the satisfaction gained from being recognized for being good. Judge Bruner feels that a special committee is needed to administer a program in which these youths could serve the less fortunate through activities such as reading to the blind or helping at hospitals. The community would benefit doubly from such a program, he believes.

As for the children's group chaired by the Rev. George Lobein which provides Head Start volunteers, the judge wonders about a pre-Head Start beginning with the newly pregnant young mother. She may not know how to care for either herself or her baby. Could she not be taught?

So one success leads to dreams of solving the next problem. Judge Bruner, in speaking of volunteers, shows both enthusiasm and gratitude for their help. The volunteers in turn point out that his concern for the families who come through his court has inspired them to serve.

* * *

Capital Times - June 15, 1967 (CONT.)



Family and Juvanile Court Judge Ervin Bruner (right) confers with board members of the Citizens Association, which carries into action programs which evolve from needs seen in the court. (Staff photo by David Sandell)

Thus dedicated leadership and an aroused community find common cause in trying to see that every child in Dane County has a fighting chance. The judge defines this chance as, **"A feeling of self-worth, motivation for self-improvement, a capacity for successful marriage and parenthood and an ability to be self-supporting and law abiding."**

The alternatives to meeting these needs are clear in the recrods of the Juvenile Court. Children become school drop-outs, delinquents, mentally ill adults, marriage failures, relief clients or criminals.

* * *

The court and the Citizens Association are dedicated to the goal of providing the spark of urgency and community co-ordination necessary to meet the needs of disadvantaged children. Anyone interested in being a part of this vital community service may write to Dane County Citizens Association for Children and Youth, Box 1131, Madison, 53701.

Mrs. Robben Fleming, outgoing chairman of the Family Living Task Force, spoke for many busy citizens when she said, "Because I cannot do everyhing I will not refrain from doing what I can do." Judge Bruner and the Association have seen and will continue to see possibilities for using all kinds of volunteers.

Wisconsin State Journal - February 7, 1967

New Emancipation for Women

Year 2000 Homes May Include Live-in Apes, Robot Maids

WASHINGTON (UPI) — The chairman of the Atomic Energy Commission predicted Monday that the year 2000 would be the dawn of a new emancipation for women — with live-in apes and robot maids freeing them of the drudgeries of the kitchen.

Dr. Glenn T. Seaborg foresaw many-handed mechanical maids doing all the housework, brewing a pot of coffee for the lady of the house, and then storing themselves away in a broom closet.

Or, the household chores might be handled by a specially bred ape capable also of tending the garden and even acting as a chauffeur. Seaborg suggested that the apes might prove to be better drivers than their masters.

Seaborg saw nothing that could take the place of the mother in getting those cumbersome snowsuits and rubbers on squirming little bodies. But he said freedom from so many other motherly and housewifely chores would allow women to educate themselves better.



'an anti-grouch pill and I'm all set'

This, in turn, will mean more women will become interested — and qualified — for jobs in private industry and government service.

If the ladies aren't happier with an animal or machine doing the work at home, then the 21st century likely will produce for them an "anti-grouch" pill," Seaborg said.

Seaborg painted some Utopian pictures of the future for women in a speech to the Women's National Democratic Club of Washington.

He made it clear he was not predicting a perfect world, but he said electronic gadgets would be employed for many uses. He foresaw:

ONE. Household computer consoles to help with everything from school work to menu planning.

TWO. "Videophones" to allow housewives to shop for groceries without leaving the house.

THREE. Automated kitchens, where "mechanical arms would get out the preselected food, cook it, and serve it."

FOUR. Disposable clothing which would allow a woman to wear a dress once and then throw it away — so she never would have to be seen twice in the same outfit.

FIVE. Advances in food production and processing, with the result that "even the preparation time for minute rice and instant coffee will become shorter."

SIX. Advances in "spare parts medicine" — replacement of vital organs, including the heart, with artificial devices.

The Capitol Times - June 22, 1967

Poverty Affects Child Through Mom

By JAMES MARANISS
(Of The Capital Times Staff)

If you were a first grade teacher in a poverty pocket with a room full of docile children hanging your every command, would you be overjoyed? You shouldn't be.

The chances are that they have been taught to do what they're told without question and without alternative. Their only response to disillusionment will be rebellion. Pray for the courage to face a room filled with rascals.

"The Head Start kids, active, restless and curious, will be a problem to teachers, but their chances for learning are much better," said Dr. Robert Hess, a University of Chicago psychologist, this morning.

Dr. Hess led off a conference on psychological factors in poverty at the Wisconsin Center with a talk on how apathy and underachievement are transmitted from lower class mothers to their children. Too much submissiveness to the system, as in the class filled with the silent little partners described above, may be a sign of both.

* * *

The lower class mother, according to Dr. Hess, lives in a society in which her own alternatives are limited; she has little experience in ordering her life according to rational possibilities; she is not likely to be interested in causes and effects.

When these attitudes are transmitted to her child, they take effect before school begins and impair his chances to become a functioning adult, of, in the jargon of psychology, to "socialize."

Dr. Hess presented the results of research he has done class, and lower class Negro families in Chicago to show how poverty affects children through their mothers.

The research was primarily concerned with the child's educability: his academic skills, his motivation to achieve in school, and his acceptance of the role of pupil.

The results showed that the poverty stricken mother's apathy and despair showed itself in the following ways, all of which were likely to affect the child's educability:

● Lower class mothers feel powerless to deal with the child's school. Rarely do they feel that a complaint or suggestion will be heard by the school authorities. "Most middle class mothers, on the other hand, feel that they can talk to the school," said Dr. Hess.

● There is a great difference between a poor mother's aspirations for her child and what she actually thinks he will achieve. Once again, this pattern is reversed with middle class mothers.

● A mother's range of activities outside the home is restricted in the lower class. **"An active mother brings home more ways of thinking about things."**

● Lower class mothers give orders to their children without explaining the reasons for them. This explains the tractability of the children in the early grades, but it also hampers the child's development of a cognitive, rational approach and response to life's problems and possibilities.

* * *

"Maternal behavior alone," said Dr. Hess, **"can predict the child's social development more than his or his mother's I. Q."**



Dr. Robert D. Hess of the University of Chicago, spoke at the Wisconsin Center today of how cultural deprivation shapes the resources of the human mind. (Staff photo by Skip Heile)

Dr. Hess said that poverty did not so much rob a child of experience; rather it gave him a sort of negative experience, a system of values that was not adaptible to a school situation.

"There has been more and more dissatisfaction with the poverty stricken child's family as a socializing (value giving and behavior orienting) agent," he said.

"The Head Start program has given more and more of the life space of the child to the school, which supplies what has been missing and reshapes the child's despairing view of his own possibilities to learn and be aware."

The Milwaukee Journal - June 25, 1967

Women at Bottom of Job Ladder, Survey Shows

Journal Staff Correspondence

Madison, Wis.—Analysis of a survey of Wisconsin civil service employes shows that women are better educated than men in the state civil service, but that the women are at the bottom of the economic ladder. The survey was made by the bureau of personnel of the state department of administration at the request of the governor's commission on the status of women.

Other findings of the survey, which have been sent by the commission to state legislators and heads of state agencies, include:

Less than 10% of top positions, paying $10,000 or more, are held by women.

The median salary for women (in the $4,000 bracket) is considerably lower than the median salary for men (in the $6,000 bracket).

Women do not make the effort to secure promotions that men do.

More than half the women who work for the state are self-supporting or heads of households.

Match National Study

The results of the survey corresponded generally to results of a national study in 1963 of federal civil service workers requested by the president's commission on the status of women.

The federal survey showed that women civil service workers were concentrated in the lower paying jobs, that few women were to be found in top level positions, that the median civil service grade of women was three grades lower than that of men, that the resulting median income of women was $1,200 less than that for men, and that the women themselves felt they were discriminated against on the basis of sex.

As a result of the federal survey, a vigorous effort was made by the administration to end discrimination and to find and promote qualified women to positions more in line with their capacities.

Mrs. Marian L. Thompson, an assistant to Mrs. Kathryn F. Clarenbach, chairman of the status commission, reported in her survey analysis that commission members hoped that the Wisconsin survey might have the same effect on state civil service that the federal survey had on the federal service.

More than 16,000 employes responded to the questionnaire, which was distributed with payroll checks.

The picture of the average woman state employe was this: She is between 35 and 44 years of age, works in a clerical or service occupation, is married and a mother, holds a college degree, has an annual salary of $3,000 to $4,000 and has worked one to two years at the same job.

Mrs. Thompson said in her analysis, which was mailed to state legislators, that the question which emerged was, "Why are women concentrated at the bottom of the ladder in Wisconsin civil service?"

Would Encourage Others

The report, presented to status commission members at a recent meeting, suggested that the benefits to Wisconsin would be multiplied if an effort were made to promote qualified personnel regardless of sex.

"Not only would more highly qualified women seek to enter civil service, but other businesses and professions would be stimulated to encourage women to higher achievement," Mrs. Thompson said. She indicated that this move on the part of the state civil service could initiate a statewide effort to utilize the reservoir of educated women whose unused talents are needed.

Other recommendations made at the final status commission meeting of the season and sent to the state assembly and senate labor committees, and to the industrial commission, were:

Minimum wage legislation presently applicable to women and minors should be extended to adult males.

Employers should be required to provide a 30 minute meal period free from work. A meal period of not less than 20 minutes may be provided to the employe, if it is paid for and counted as work time.

The limitation on hours of employment for all employes over 18 should be removed.

Some deterrent is necessary to hold overtime employment within reasonable limits. The commission recommends that time and one-half be required for more than nine hours a day or 48 hours a week, whichever is greater, and that double pay be required for more than 12 hours a day and 60 hours a week, whichever is greater.

Employers and agencies should be prohibited from designating sex classifications or genders in help wanted ads or using ad columns exclusively for one sex, except where designation is a valid requirement of the job.

July, 1967 -- Milwaukee Journal

Women's Contribution to Arts Discussed

Journal Staff Correspondence

Madison, Wis.—Women are doing a great deal to promote participation in the arts, but they could be creators of art as well if society were ready to accept them in this role.

This was the theme of a meeting at the recent national conference on the arts in the small communities, attended by 250 educators and art leaders from 50 states. The conference was sponsored by the Wisconsin Idea theater, under a federal grant from the National Foundation for the Arts and Humanities.

Mrs. Kathryn F. Clarenbach, director of women's education for the University of Wisconsin and chairman of the governor's conference on the status of women, told the group that there was a strong correlation between the status of women and the artistic productivity of a culture.

"If we are to create the social atmosphere in which the arts will flourish, we must truly open the fruits and opportunities of our society to all our people," Mrs. Clarenbach said.

She argued that the concept of women as the "culture bearers" while men are the "creators" was neither true nor desirable. She conceded that women do not create art to the extent that men do, but said that there were historical and cultural conditions which limited women. Many overdue changes in American attitudes and institutions could widen women's range of choices, she added.

In the interest of creating an esthetic society, she said, the art world had a special responsibility to encourage and enlarge the participation of women.

Mrs. Clarenbach said that the creative aspects of motherhood had been "oversold" in an overpopulated world and that the overemphasis on marriage was not only a chief cause of unhappy marriages but a source of women's low career expectations.

When women are permitted, without guilt and without penalty, to defer or forego marriage, child bearing and rearing and domestic chores, women in numbers will have the blocks of time, the bulks of energy and the psychological liberation that truly creative enterprise demands," she said.

In a panel discussion which followed, Mrs. Kathy Antles, Portage, said she could not agree with Mrs. Clarenbach's remarks.

"I am proud to be a woman, and I think a woman's role should be very distinct from a man's," said Mrs. Antles.

Jules Heller, dean of the school of architecture of Pennsylvania state university, College Park, Pa., came from the audience to defend the creative role of women in the arts.

"Women have made a more (substantial) contribution to the arts than is generally known," he said. He added he was doing a book on the subject of women in the arts, which would trace their contributions through history.

The Milwaukee Journal - July 2, 1967

Women Seek Equality With Brothers-in-Law

Will supreme court be next step?

By the Associated Press

WHEN Lorna Lockwood became chief justice of the Arizona supreme court her male colleagues paid her the highest compliment they could bestow.

"Lorna," they said then, in 1965, "has all the qualities that make a great judge. She has overcome the emotional reaction common to many women."

The chief justice, an amiable, unpretentious woman just smiled from behind the battered oak desk that had been her father's when he was Arizona's chief justice years before.

But the other day, reminded of the reference to emotional women judges, she said: "Well, especially in trials, especially when social problems are involved, male judges are more emotional than the woman judges I've known. In domestic cases the men act on a sort of chivalrous impulse. Look how generous they are to women about alimony. Women judges aren't bothered by all that. They just want to know what are the facts."



—AP Wirephotos

Judge Sarah T. Hughes of the federal district court of northern Texas.

Figures Tell Story

Whatever the pros and cons of women judges, the figures show that of 451 federal judgeships—including 26 vacancies right now—only three are held by women. Of the nation's more than 8,700 judges, only some 300 are women. Only one woman, the late Florence E. Allen, has ever attained a seat on the federal court of appeals.

In the nation's law schools fewer than a dozen women professors are teaching classes. In these same law schools, girl students make up perhaps 5 and rarely more than 10% of enrollment.



Judge Burnita Matthews of the federal district court of the District of Columbia.

The number of women lawyers — not necessarily practicing—is slightly more than 7,000, which is about 2.7% of the total number of persons engaged in law in the United States.

A lot of women with law degrees think these statistics are depressing. And they enumerate what they claim are the disadvantages of being female before the bar:

The subtle prejudice against women they glimpsed at the established law firms when they sought their first job after leaving law school;

Often, relegation to the library or research or to any department that keeps them hidden away;

A jury's engrossed contemplation of their clothes, their stance, their hairdo, their voice—without listening to a word they say, and

Potential clients deciding a woman can't know as much about the law as a man.

Tact and Intuition

In 1944 Judge Jerome Frank wrote: "Flexibility, tact, intuition, understanding of people are as valuable in the practice of law as the so-called legal logic. This leads to the conclusion, startling to many, that feminine attributes rather than masculine, are important in the high task of administering justice."

Yet 100 years ago, no woman could practice law in this country. Then in 1869 a young woman, turned down by the Columbia university school of law, traveled halfway across the country to St. Louis, Mo., to become the first woman admitted to law school in the United States.

The same year the state of Iowa admitted to practice the first woman, who had studied in her husband's law office.

The year 1869 is also memorable for the words of the United States supreme court when it upheld an Illinois court that had refused Mrs. Myra Bradwell, wife of a former judge, admission to practice on the grounds that she was married.

The Milwaukee Journal - July 2, 1967 (Cont)

Said the nation's top tribunal: "The natural and proper timidity and delicacy which belongs to the female sex evidently unfits it for many of the occupations of civil life, including the practice of law."

Supreme Court Next?

Today, however, these "timid" and "delicate" creatures are being advocated for a position on the supreme court itself, when future vacancies occur. Various women's organizations have urged President Johnson to consider Justice Lockwood and two United States district court judges, Sarah T. Hughes of the northern district of Texas, who swore him in as president 90 minutes after John F. Kennedy was assassinated, and Judge Burnita Matthews of Washington, D. C. Other names mentioned are two appointed state supreme court justices, Susie Sharp of North Carolina and Rhoda V. Lewis of Hawaii, and Prof. Soia Mentschikoff of the University of Chicago. Mrs. Constance Baker Motley, of New



Judge Constance Baker Motley of the southern New York federal district court.

York, is the third woman federal judge.

Grace D. Cox, president-elect of the National Association of Women Lawyers, says: "I think the president should appoint a woman who is qualified. But I would have him wait a hundred years to get one who is qualified. I deplore the jobs given as sops to the feminine side of the voting public."

The widow of the well known commercial law scholar, Karl N. Llewellyn, and herself a nationally known expert on commercial law, Prof. Mentschikoff thinks law is a good career for a woman.

"And it's getting better all the time. Not too long ago if a firm hired a woman and she didn't work out they'd generalize and say women lawyers are no good. Now they have all had enough experience with women to know that women, like men, are all different."

It's Hard for Women

Fannie J. Klein, assistant director of the institute of judicial administration at New



Chief Justice Lorna Lockwood of the Arizona supreme court.

York university, says it's difficult for a woman to push her way into positions of legal importance.

"And there has not been too much apparent change, except on the part of government agencies, which are more receptive," she says.

"The big law firms take their women and put them in trusts and estates departments.

"And what is accepted as a nice driving ambition in a man—a good thing, they say—in a woman they call loud and pushy and aggressive."

What are some male lawyers' complaints about women lawyers?

"You can't be as brutally frank with them as with a man."

"Some tend to show off and when they do they're flamboyant—a higher percentage than men."

"A lot flaunt their femaleness in front of the court and demand more favors some judges."

"Some are extremely competent but a majority ask special privilege by virtue of being a woman."

Still, Columbia university's Prof. Walter Gellhorn says that law is not one of the areas where women are really discriminated against.

"They've pulled themselves out of the running in many cases, but when they're in, women have done very well," he said. "It's a problem for a woman who for her own reasons doesn't want to make a full commitment—there's the conflict between biological and professional function."

Joseph Hawley, New York university's law school dean of admissions, says: "Female law students used to come looking for husbands, but those girls can't get in any more because the academic standards are so high. So what we get now are likely to be pretty good."

A great prejudice exists against women in the staid old law firms, says Dean Hawley. "They're afraid the girls will get married and pregnant and won't be any use to them. New York is probably the toughest and perhaps Boston and Philadelphia, the tradition-bound places.

"We had two top women not long ago. One had been a model and was a real knockout; the other was older and quite dowdy. Well, who do you think got the first job? The dowdy one. The school had real trouble placing the beautiful one."

July 2, 1967 -- Milwaukee Journal

Mrs. Finlayson is a member of the governor's commission on the status of women, the board of directors of the National Conference of Christians and Jews, the advisory committee of the school of nursing and the planning committee for the 10th governor's conference on Children and youth.

She was the founder of the E. B. Phillips day care center, a member of Links, Inc., a national women's service organization, and a former president of Jacks and Jills of America a national group for children.

In 1966, she received a citation for community service from the state legislature and was honored as woman of the year by the Marquette chapter of Theta Sigma Phi, professional journalism society. She has received a personal citation from Phi Delta Kappa, an honorary education society, and was also given an achievement award by Hadassah, a Jewish service organization.

Active in Sports

Their sons attend University school and are active in sports.

Dr. Finlayson, while proud of his professional accomplishments, wonders whether some people, including Negroes, don't sell the Negro doctor short.

"We have some very competent Negro doctors in Milwaukee, all men who are highly trained," Dr. Finlayson said.

"We have white patients who come to us because they need service.

"In our clinic alone, all of the physicians are board certified or qualified and are on the staff of the city's best hospitals."



—Journal Photo

Dr. and Mrs. William Finlayson posed with their children, Tony, 9, and Reggie, 13, in their home at 3406 N. 17th st.

Men Workers Win Equality in Building Rules

Wisconsin men have finally won a battle in the age-old war of the sexes.

The State Industrial Commission ruled Wednesday that all newly constructed buildings for workers must have a separate lounging and rest room for both men and women.

The rest room previously had been required only for women. The men charged sex discrimination and demanded they also be provided with the rest area.

Women at Brewery Ruled Not Entitled to Back Wages

Circuit Judge William C. Sachtjen has approved the Industrial Commissoin's ruling that the Miller Brewing Co. discriminated against women employes, but he overruled the order that the company should give three women back pay of 70 cents an hour for the three years involved.

The commission found that the brewing company discriminated by paying men 70 cents an hour more than women working in a certain laboratory from 1961 to 1964.

When the women complained to the commission, the company stopped the discrimination. Then the commission made its investigation and decision, ordering the back pay.

Sachtjen said the commission does not have the authority to order backpay. He said state law "is based upon the premise that discrimination can best be erased by conciliation and persuasion, and when this is ineffective, then certain remedies are available."

In the Miller case, the discrimination was "erased" before the commission made its investigation, the judge declared.

Says Commission Went Too Far

Bardwell Reverses Order in Sex Bias Case

BY JAMES MARANISS
(Of The Capital Times Staff)

Circuit Judge Richard Bardwell today reversed an Industrial Commission order in a sex-discrimination dispute between a Milwaukee woman, Mrs. Clara Streicher, and her employer, the A. O. Smith Co.

The order, signed by Commissioners Gene Rowland and Edward Estkowski, found the company guilty of discrimination in refusing to allow Mrs. Streicher an interview on June 29, 1964 for the position of customer service planner clerk.

It called for the establishment of an impartial three-man committee to determine her qualifications for the job.

Judge Bardwell agreed with the Commission that A. O. Smith had been guilty of discrimination, but he said it had gone too far in establishing the committee to interview Mrs. Streicher.

* * *

"The commission seems to assume that Smith will give her an unfair interview," he said. **"This determination is beyond the limits of the case as it was presented."**

"The commission should have let the company keep its prerogative of interviewing prospective employes, and limited its order to getting Mrs. Streicher the interview, and perhaps establishing some guidelines," Bardwell said.

Milwaukee attorney David Sullivan, who represented A. O. Smith in the proceedings, admitted that Mrs. Streicher had been discriminated against, but maintained that the situation had been corrected.

* * *

"We now have a woman in the position, and Mrs. Streicher has been given a similar job," he said.

"The trouble with that argument," responded Bardwell, **"is that it doesn't explain away the fact that Mrs. Streicher was treated illegally in 1964."**

"If you were to hire one Negro, it wouldn't mean that you would never discriminate against another Negro applicant."

Mrs. Streicher is processing, collaterally, an unfair labor practices complaint against A. O. Smith. The complaint, which accuses the company of ignoring her seniority, is being handled through her union and the N.L.R.B.

The Wisconsin State Journal - July 27, 1967

Commission on Status of Women Named

Gov. Warren P. Knowles has announced the appointments of 39 members, many of them from Madison, to the Governor's Commission on the Status of Women for terms ending July 1, 1969.

The governor reappointed 28 members and replaced 11 members.

Reappointed from Madison are Dr. Kathryn Clarenbach, Kathryn Gill, Douglas Ajer, Dr. Robert H. Schacht, Carl K. Wettengel, Richard Roth, Geraldine Hinkel, and Cynthia Stokes.

OTHER reappointments include Mrs. M. J. Levin, Virginia Huebner, Mrs. Patti Weigler, Mrs. George Hamilton, Mrs. J. William Nigl, and Mrs. C. A. Ekstrom, Milwaukee; Mrs. Esther Doughty Luckhardt, Horicon; Mrs. Donald Clusen, Green Bay; Mrs. Carolyn Blanchard, Edgerton;

The Rev. Karl Ever, West Allis; Mrs. Mildred Perry, Franklin; Mrs. C. W. Chatterson, Eau Claire; Mrs. John C. Wickhem, Janesville; Dr. Nancy Knaak, River Falls; Judge Ervin Bruner, Verona; Mrs. John W. Thayer, Bayside; A. Warren Cahill, Waukesha; Mrs. A. C. Roshaven, Hales Corners; Mrs. Francis L. McElligot, Mequon; and Mrs. Gene C. Harrison, Cedarburg.

Mrs. James Graham, 710 Ottawa Trail, the new appointee succeeding Mrs. Stanley Kopac, Milwaukee.

OTHER NEW appointments are:

Mrs. Ernestine E. O'Bee, Milwaukee, succeeding Mrs. William Finlayson, Milwaukee; Mrs. Henrietta Cooley, Milwaukee, for Mrs. Wilbur Halyard, Milwaukee; Mrs. Mary Hebbard, La Crosse, for Mrs. Arthur M. G. Moody, La Crosse;

Mrs. Mabel R. McClanahan, Appleton, for the late Mrs. H. C. Allness, Viroqua; Mrs. Adele Horbinski, Milwaukee, for Mrs. Harvey Odenbrett, Milwaukee; Prof. Dorothy Miniace, Milwaukee, for Mrs. C. W. Schwiesow, Ripon;

Mrs. Herbert Blackstone, Waukesha, for Mrs. Gene Bertolli, Waukesha; Mrs. Quentin Metzig, Oshkosh, for John Hacklander, Janesville; Mrs. Ted Chase, Sun Prairie, for Mrs. J. G. O'Donnell, Madison; and Prof. Barbara Mulligan, Milwaukee, for Mrs. Roland Nehring, Milwaukee.

Gov. Knowles has asked Dr. Clarenbach to call and conduct the first meeting, which will include the election of a chairman.

The Capital Times - July 28, 1967

Another Women's Equality Push

By JOY MILLER

NEW YORK (AP) — Mabel McClanahan is a trim, green-eyed, brown-haired businesswoman from Appleton, Wis., who believes that women have a long way to go to reach legal equality with men.

At the same time, she thinks men deserve a better break in divorce and alimony settlements.

That shows right there what a fair-minded woman is taking over the helm of the 178,000-member National Federation of Business and Professional Women's Clubs, Inc., at its annual convention this week.

Her organization "is working strongly for an Equal rights amendment to get equality for women," she says. "I don't think there can be a broad enough interpretation under the 14th Amendment."

* * *

"We women have to take a positive approach to show that we are capable of employment and of managing our own affairs."

Mrs. McClanahan has been managing her own affairs for a good long time. A divorcee for 20 years, she brought up a son, who's now 29 and an airline pilot. He has been married six years and has yet to make her a grandmother, she says impatiently.

She is a leader in Appleton's business community. She works as secretary and business manager of Crane Engineering Sales, Inc., which means she handles accounting, cost analysis, tax consulting, purchasing, personnel development, customer relations and advertising for various firms and businesses. Before that she owned and managed a business service and a public stenography agency.

* * *

Her community service includes politics and the hospital auxiliary, presiding at the taxpayers' association meetings, serving on her state advisory council to the Small Business Administration and spearheading the establishment of the Governor's Commission on the Status of Women in Wisconsin. She is an unpretentiously devout Lutheran.

Mrs. McClanahan thinks the general public misunderstands what women want.

"Our interest is in the same professional opportunities and legal rights as men. But I still like having doors opened for me, when it's a social occasion.

"But if it's in a business situation I don't want them to open the door. I don't want them to watch their language. I want to be considered a member of the group. At the meeting, maybe, the men are a little wary of me, but they get over it. A woman sets the tone."

* * *

Mrs. McClanahan, who has worked her way to the top of the BPW in 21 years of membership, says she has watched the organization gradually come to a more centralized emphasis.

"We used to have a do-it-yourself program, and no national guidance. In the last 10 years there has been a decided effort to bring it to centralized leadership.

"And in the last three or four years we're finally getting younger women into it. There was a time when the average age was 55 and when you attended a state convention you would walk in on a sea of gray-haired women. Now the state conventions are full of fresh, young faces."

Why the change?

"National emphasis," she replies. "Clubs have been doing things for younger women — youth conferences, scholarships, career guidance."

* * *

One thing that especially bothers the Wisconsin businesswoman is that so few women go into politics.

"This is a personal opinion," she says, "but I think part of it is the fact that women need to learn how to face competition. Many are not willing to face it to win an election."

Then, too, some women think getting into politics would be defeminizing, she suggests.

But look at the women in Congress: most of them have retained their feminine qualities. And more women in politics would clean it up. If she is determined to accomplish something or change legislation, nobody can be as busy as a woman."

Wisconsin State Journal

Suggest Service Industry

Stigma of Servility Hangs Over Drop In Household Help

By SYLVIA PORTER

There has to be an answer to today's drastic and worsening shortage of household help. There has to be relief for you, the working wife who cannot find anybody to assist in cleaning your house or who has found help unreliable, uninterested or untrained.

There has to be an answer, not only for you, but for the nation as a whole because we definitely cannot afford to have uncounted numbers of trained and badly-needed married teachers, nurses and doctors leave the labor force because they cannot find adequate household help.

That answer well may be the development of a new home and apartment maintenance industry which would revolutionaize the status of the domestic service worker.

For years, the Federal government has been promising us new supplies of trained household workers through a variety of manpower training programs. But so far these programs have consisted mainly of polls, surveys, workshops and pilot projects.

Today, the shortages have become so acute that it is estimated that 10 of us are competing for every available domestic worker. Today, the percentage of women engaged in household work is down to 8 per cent of the women in the U.S. labor force, less than half the percentage in this occupation as recently as the end of World War II. And the younger generation is shunning household services en masse.



Sylvia Porter

Our limited training programs haven't even begun to solve the underlying causes of the shortages; abominably low wages, no fringe benefits, no status. The basis problem, says a recent study by Fry Consultants, Inc. of Chicago for the U.S. Department of Commerce, is that "no one wants to be a servant."

If we really want to stem the shortages, warns the study, it won't be enough to boost wages substantially for household service workers, and fringe benefits and set high standards of working conditions. We also will have to get rid of the master-servant stigma of this kind of work. And the only way to do this, on a significant scale, will be to interpose private, professional domestic service firms between household employer and employe.

Workers in such firms would earn $2-3.50 an hour. They would receive professional training and would have paid vacations, premium pay for overtime, free transportation, health insurance. They would have the security of steady jobs—and an opportunity for advancement (e.g., from "housekeeper" to "inspector" to "Job supervisor").

Workers would operate in teams and work for any given customer would be on a long-term contract basis. Profits would be based on productivity, not hours worked.

The housewife employer would have a company guarantee of the quality of work performed, substitute workers if a regular worker became ill, and supervision provided by the company, all for a price comparable to that paid to a day worker for the same work.

Among the obvious existing companies which could go into this business would be big department stores with large employe training facilities, hotel chains with trained employes and manufacturers of cleaning products.

Fry estimates the potential of this market at between $1.2 and $1.6 billion per year. As an indication of how underdeveloped this industry still is, the Wade-Wenger Service Master Co., which sells professional clean-

The Milwaukee Journal - Sunday, August 6, 1967

Woman Lawyer Raps Sex Bias

Honolulu, Hawaii —AP— The new president of the National Association of Women Lawyers says she is concerned because members of her sex are not being accorded "the right and opportunity to participate fully" in the legal profession.

Grace D. Cox of New York city said: "Capable and outstanding women lawyers are being disregarded in appointments and promotions to the bench, in nominations and elections to high public office, and in appointments to high positions, public and private."

Mrs. Cox, who was elected Friday at a session during the American Bar association meeting, said: "Even where positions held by women lawyers and judges have become vacant, their replacements frequently have been men."

Mrs. Cox added that fewer women appeared to be entering the legal profession.

Bill to End Discrimination Is Not Opposed at Hearing

By ROSEMARY KENDRICK
(Of The Capital Times Staff)

A bill to create a Wisconsin Equal Opportunity Commission and outlaw virtually all forms of discrimination aroused little excitement at the Assembly's Judiciary Committee hearing this morning.

Nine people, five of them co-authors of the bill, spoke in favor of it before a nearly empty Chamber.

The bill, sponsored by nine Democratic Assemblymen, would set up a commission of three members appointed by the governor to assume the duties of the Governor's Commission on Human Rights and the Equal Rights Division of the Department of Industry, Labor and Human Relations (formerly the Industrial Commission).

The new commission would have authority to eliminate discrimination in employment, membership in labor organizations, housing, education, recreation, public accommodations and other areas because of age, race, color, sex, handicap, creed, national origin or ancestry.

A division of civil rights in the attorney general's office would be empowered to enforce orders of the commission.

* * *

Lloyd A. Barbee (D-Milwaukee), an author of the bill, said present laws on civil rights are "scattered" in the state and need to be consolidated.

"Consistency will be met only by a streamlined, well-staffed, well - financed agency. This bill meets those requirements," he said.

Barbee warned, as several of the other speakers did, that **"we have only a little time left to act imaginatively in the field of discrimination. Before long, the time for 'an ounce of prevention' will be past."**

Besides creating the new commission and banning all discrimination, the bill would provide for the revocation of any license issued by the state should the license holder be found guilty of discriminating.

Paul E. Sicula (D-Milwaukee), another sponsor of the bill, stressed that it was a "reasonable and cautious approach."

He said the proposed enforcement procedures would give violators "every chance to comply" before punishment finally became necessary.

Marshall H. Colston, 609 Constitution Lane, Madison, spoke as a representative of the National Association for the Advancement of Colored People (NAACP).

"I can't understand how a state such as Wisconsin, with its reputation for being progressive, can dilly-dally and refuse to do what ought to be done because it's right," he said.

"If you legislators don't eliminate discrimination, we'll have to do it our own way," he added.

Committee chairman Gerald K. Anderson (R-Waupaca) said the bill would have to be redrafted before coming up for a committee vote. He said he didn't know when this would occur.



Assemblyman Lloyd A. Barbee (D-Milwaukee), co-author of a comprehensive anti-discrimination bill, spoke to a small audience at the Judiciary Committee hearing this morning in the Assembly Chamber. (Staff Photo by Carmie A. Thompson)

Women Told to Join Fight for Equality

Civil rights leader Lloyd Barbee told members of the Milwaukee Press club auxiliary Saturday that women must join Negroes and religious minority groups in a head-on attack on "the establishment" to win equal rights.

They must drop gradualist tactics of working for equality little by little, said Barbee, who is a Democratic assemblyman from Milwaukee.

"This is the connection between women and the civil rights movement," Barbee said. "Neither group can play the games of the establishment."

The women disagreed with many of Barbee's theories on their role in the world and asked him to comment on the climate of Negro temperament in the city.

"We got through the summer without really serious trouble but I see a big eruption coming," Barbee said. "The people in this community who say they are concerned are concerning themselves with the wrong things.

"The antipoverty programs have gone the way of all Great Society and New Frontier programs," he said. "They haven't benefited the rank and file Negro in Milwaukee and a serious cynicism has resulted.

"We have the kind of police chief whose moves haven't been checked. Chief Breier should be sent back to the detective bureau or some place and the police department would have to begin to earn Negroes' respect.

"The school surveys will do no good. The one being made at the request of the school board is bound to be tainted because it was not started with the real intention of finding problems and constructive solutions. The school board wants to maintain white superiority and is doing it with two school systems, white and Negro."

The Capital Times - October 5, 1967

UNICEF Official Believes

Women Hold Key to Problems

UNITED NATIONS, N.Y. (AP)—Aftr 19 years in the poor, hungry hinterlands of the globe, Dr. Charles Egger believes he may have at least a partial solution to the problems of underdeveloped nations.

It might be expressed: "Women of the world, unite!" Or something like that.

Egger, the new deputy executive director of the United Nations Children's Fund, doesn't espouse this view in words quite so close to Karl Marx' classic exhortation to the world's workers. And, ever mindful of occasional criticism of UNICEF's work in Communist countries, he stresses that UNICEF is strictly nonpolitical.

On looking back over his career as a UNICEF regional director in the world's blighted areas, Egger is convinced that the hand that rocks the cradle rules the world. Or most of it.

* * *

UNICEF's chief goals are providing food, medical care and education for the world's children. The work has been most successful through reaching the woman of the house, Egger believes.

It's not always easy.

"The lack of status and education among women in so many underdeveloped countries make it a difficult problem to reach them," he says. "In any country where prices rise, the budget goes up and the economy tightens, social programs get chopped off, and these few programs are the ones that primarily benefit the women."

Women's importance in UNICEF's work, Egger believes, is because of their unique relationship with both the older generation and the younger.

"What we hope to do more of," he says, "is train professional women who are capable of maintaining a dialogue with their men, at the same time practice their profession and also influence the young generation."

Training of women to fill such practical roles as nurses, midwives, dietician, teachers — and at the same time exert the traditional female power - behind-the-throne over young and old men alike—necessarily has to be of an immediately useful kind, Egger says.

* * *

His most recent post was as regional director for south-central Asia, where for six years he was particularly involved with India's education, health, nutrition and weflare problems.

He found there that the most effective approach was to create centers in Indian villages for medical training, nutritional planning, early schooling, agricultural methods and crop selection. These "model villages" were immensely inspiring to people of nearby villages, he says.

He also praised the work of the U.S. Peace Corps. He said it provided a great number of volunteers who helped UNICEF workers teach the principles of ongoing efficiency, such as keeping a fleet of trucks in operable condition, or rotating crops, or establishing a long-term program of medical treatment.

Egger is 51 and the father of four. He holds a doctorate in law from the University of Basle in his native Switzerland. One of his chief goals in his new post is to reorient the thinking of many of the people whom UNICEF will send into the field in the future.

"We must devise ways to give women more status in their own environments, and reach more of them to give them better training," he says. "First, I think we should approach some of the successful women's organizations for advice in this area.

"I definitely think we should give more attention to the women."

Bunnies OK'd for Work on Golf Course

Journal Madison Bureau

Madison, Wis. – Teen age Playboy bunnies can act as chauffeurs for men who use electric carts on a golf course. That is the opinion of a state advisory committee that worked for a year to update the state's child labor laws.

One of the purposes of the project was to rid the laws of discrimination because of sex.

Under the law a woman cannot be a caddy until she is 21. Boys may caddy at 12.

Inquiry Made

An attorney for Playboy, Inc., inquired whether state law would prohibit bunnies under 21 from driving electric golf carts for men on a Playboy club course being constructed at Lake Geneva.

Douglas Ajer, administrator of the state labor standards division, told the attorney that the bunnies would have to be classified as caddies and therefore would have to be 21.

The Lake Geneva Playboy club is scheduled to open this spring. It will have an 18 hole golf course.

The state child labor advisory committee decided that caddying was one area where sex discrimination should be outlawed. The committee recommended that girls, as well as boys, be permitted to caddy at 12.

Recommendations Given

The committee's recommendations were presented last week to the three man commission heading the department of industry, labor and human relations. The recommendations would strike from the laws all types of sex discrimination in child labor, except for delivering newspapers.

The age limitation for newspaper boys is 12.

Also, the committee is recommending that youths must be 18 before they can work during school hours. The law now says 16.

The recommendations would make the rules uniform for both boys and girls in those categories.

October 9, 1967

Bill Would Allow Women Generals

WASHINGTON (AP) — The House has passed a bill that would allow career women officers in the Army, Navy, Air Force, and Marine Corps to hold tempoary appointments as generals and admirals.

Under present law, the highest permanent rank for women is lieutenant colonel, or commander, with each service being headed by an officer holding a temporary appointment as colonel.

Wisconsin State Journal - October 10, 1967

Women's Status Gets Study at Conference Here

Prof. Jack Barbash of the University of Wisconsin economics department will be dinner speaker for the two-day workshop of the Governor's Commission on the Status of Women, scheduled for the Wisconsin Center Oct. 11-12.

A noted labor expert, Prof. Barbash was economics adviser to the U.S. Office of Education, economist with the Bureau of Labor Statistics, and director of the U.S. Senate sub-committee on labor and labor management before joining the UW faculty 10 years ago. His books include "Labor's Grass Roots," "The Practice of Unionism," and "Universities and Unions in Worker Education."

Other workshop speakers are Marguerite Gilmore, chief of the field division of the Women's Bureau, U.S. Department of Labor, Washington, D. C., and Mary Manning, Chicago, midwest regional director of the Bureau.

Dr. Kathryn Clarenbach, chairman of the commission and UW director of University education of women, is in charge of workshop arrangements.

Chicago Tribune - October 17, 1967

Labor Official Sees More, Better Jobs

"WOMEN who raise their daughters only to be housewives are being neither realistic nor fair. Girls should be prepared to do some of the exciting jobs available, too."

So says Mary Manning, who has an exciting job: She's Chicago regional director of the women's bureau of the department of labor. The important federal administrator has offices at 219 S. Dearborn st. She's head of a nine-state area that includes Illinois.



Mary Manning

A former high school and college instructor, the director sees first hand the explosion of women in the labor force. A personal concern: That women, going back to work in droves, are entering only the so-called "low-end" jobs.

Her public responsibility: To protect and promote the needs of working women, a job that requires long hours, much travel, many appearances. Regional directors earn from $13,000 to $16,000 a year.

Miss Manning has the figures to back up her statements.

"Equal opportunity for women is a false hope if you are not trained or prepared to fill existing jobs," she says. "Women are living—and working—longer. If a girl is 20 today, she will work 40 years if she remains single. She will work 30 if she marries and has no children. If she has children, 25 years.

"From 25 to 40 years of work—that's a whole life time added on. Of course, not everyone goes back to work. There are civic and political activities to participate in, too.

"But, by 1980, 9 out of 10 women will be working. And what will they be doing? The kinds of careers available are increasingly without sex label. Women will be able to do whatever they dreamed of doing as young girls—if they are prepared. Work will be an accepted part of a woman's life pattern, fitting in with her home and community responsibilities."

Director Manning is concerned that we are the only country in the world where the number of women taking advanced degrees—which open the doors to those top jobs—is on the decline. Yet, our skills are needed by industry.

The dynamic, knowledgeable woman is keynote speaker at a Back to Work conference Nov. 6. It's at the Winnetka Community House, 620 Lincoln av., Winnetka. Time: from 9:30 a. m. to 11 a. m. Sponsored by the North Shore chapter of Theta Sigma Phi, it's open to the public. Cost: A $2 donation. For information, call AL 6-0670.

TOMORROW: Working woman visits a nursery school director.

Rotarian Speaker Says

Help Women Achieve Equality

by RUSTY HOFFLAND

A group of American men sat in a restaurant last Monday night and listened as a modern day Susan B. Anthony urged them to take a second look at their's and societie's attitudes toward their wives, daughters and female employees.

The "suffragette" wore a sports coat and trousers and seemed somewhat less militant then the original fighter for women's rights.

The speaker was Dr. Robert Schacht and he was speaking to the Sun Prairie Rotarians.

There were two women present at the meeting, this reporter and Mrs. Marcella Chase, and in spite of the topic for the evening, it will be encouraging (to some females) to hear that while the gentlemen may believe in equal rights for women, they are also still willing to remove ladies coats, seat them at the table, light their cigarettes and stand when they enter the room.

Dr. Schacht, who is on the overnor's commission on the Status of Women was introduced by Mrs. Chase, also a commission member.

He gave some background information on how, why, and when the commission was formed, and what it is attempting to do. He received no argument when he listed some of the "myths" about women; women are too passive and emotional to be involved in business and politics, women who work neglect their children, education for women is not important because they just get married, women can realize all their fullments from the home and children.

REVERSE DISCRIMINATION

However, one courageous Rotarian did complain that discrimination due to sex was often practiced in reverse. He gave the difference in social security payments to widows and widowers as an example.



A discussion followed on employees who supply couches in the women's lounges but none in the men's, and Dr. Schacht admitted that the day may come when men will have to demand equal rights.

He said that the reason that no one seemed too concerned now was that the feeling is that men are in control, that they represent the status quo, and women are the ones who need protection the most.

GROUPS ROLE

The commission is an activist group only in the sense that it attempts to destroy the old traditions and myths concerning the role of women in society, and tries to enlighten the public concerning the abilities of the modern woman, according to Dr. Schacht.

He pointed out that women are encouraged by society, by the time they reach their teens, to hide the fact that they are intelligent creatures. He said he was glad he married an intelligent woman but he added that it was quite trying at times.

To demonstrate that the talents of women are not being utilized, he said there are no women on the really important appointive groups in the state or nation. They are on examining commissions for nurses or teachers, and, of course, on the Status of Women Commission, but not in positions where it really counts.

He said that the only fields that women are generally encouraged to enter are those of nursing, teaching or social work, and he ended by telling the Rotarians that they could help the movement by asking themselves if they could rationally justify their attitudes toward their wives, daughters and employees.

AFTER ADJOURNMENT

After the meeting, a few of the men were asked their reaction to the idea of a commission to gain equal rights for women. While none of them seemed overly enthusiastic about it, none criticized it on the grounds that men certainly had to be careful what they said nowadays. They did not add, "especially when talking to a woman reporter."

Another Rotarian pointed out that he had always given his wife equality. "I decide the question about Vietnam and she decides the questions about the home and children."

This reporter went home happy, secure in the knowledge that although American women may be changing, American men still enjoy their role of being the protector of womanhood.

November 2, 1967

Dr. Schacht To Speak at Rotary Club

Dr. Robert H. Schacht, a director on the Governors Commission on the Status of Women will speak at the November 6 meeting of the Sun Prairie Rotary Club.

Dr. Schacht will be introduced by Mrs. Theodore Chase, recent appointee to the commission.



Robert H. Schacht

The commission was first established by Governor Reynolds five years ago and has been continued by Governor Knowles during his two terms. Schacht has been a member since its formation.

Dr. Schacht was born in Racine and received his Bachelor's and Master's degrees in Education from the University of Wisconsin.

He joined the faculty of the University of Wisconsin Extension in 1946 as an adult program specialist. Dr. Schacht is presently a director of the Wisconsin Alumni Seminar, Coordinator of Foreign Study Tours and is a member of Extension Department of Education.

Wisconsin State Journal - November 24, 1967

At Conference Here

Status of Women to Be Reviewed

The Midwest Regional Conference on the Status of Women will be held at the Wisconsin Center, 701 Langdon St., Sunday through Tuesday.

The conference has been called to study the areas of major concern which state and city commissions on the status of women have encountered.

The emphasis of the conference will be on those areas relating to the needs of the economically disadvantaged, and on the most effective methods for accomplishing the desired goals.



DR. CLARENBACH

Dr. Kathryn F. Clarenbach, specialist in womens education at the University of Wisconsin and chairman of the conference planning committee, will preside over the opening session Sunday evening.

Gov. Warren P. Knowles is expected to be on hand to welcome the representatives.

The conference will consist of speeches, panel discussions, and group workshops. Each state will assign one person to attend each of the workshops.

Co-sponsors of the conference are the United States Department of Labor, Women's Bureau, Washington, D. C.; Center for Community Leadership Development, University of Wisconsin Extension; and the Office of Training and Technical Assistance, Office of Economic Opportunity, Wahhington, D. C.

Capital Times - November 24, 1967

Conference on Status of Women Starts Here Sunday

Experts and interested persons from nine states and Washington, D. C., will attend the Midwest Regional Conference on the Status of Women at the Wisconsin Center Sunday through Tuesday.

The conference will consider the areas of major concern of state and city commissions on the status of women with special emphasis on those related to the needs of the economically disadvantaged. It also will attempt to work out the most effective methods for accomplishing desired goals.

Sponsors of the conference are the U. S. Department of Labor's Women's Bureau, the Center for Community Leadership Development of the University of Wisconsin Extension Division, and the Office of Training and technical Assistance of the U. S. Office of Economic Opportunity.

* * *

Dr. Kathryn F. Clarenbach, of the University Extension division, who is chairman of the conference planning committee, will preside at the opening session at 7 p.m. Sunday.

A conference dinner will be held at the National Motor Inn, 305 W. Washington Ave., at 6 p.m. Monday.

Commission representatives will attend from Illinois, Indiana, Iowa, Michigan, Minnesota, North and South Dakota, Ohio and Wisconsin.

Wisconsin representatives will include Mrs. Gene Boyer, Beaver Dam; Mrs. Ted Chase, Sun Prairie; Dr. Clarenbach; Geraldine Hinkel, Madison; Dr. Nancy Knaak, River Falls; Mrs. Mildred Perry, Franklin, and Cynthia Stokes, Madison.

Attending from Washington, D. C., will be Mrs. Mary D. Keyserling, director of the Women's Bureau; Edward G. Wilms, chief of training and Technical Assistance; Ann Donavan of the U. S. Office of Education; and Marguerite Gilmore, field division chief of the Women's Bureau.

Wisconsin State Journal - November 27, 1967

Midwest Conference Opens Here

Recent Record 'Bright' in Status of Women

By DAVID R. CHARLTON
(Of The State Journal Staff)

"One of the most important challenges of the modern age is the striving toward full utilization of the abilities of all people, the full use of human resources," Mrs. Mary Keyserling of the U.S. Department of Labor Women's Bureau said Sunday.

Speaking before the opening session of the Midwest Conference on the Status of Women, Mrs. Keyserling pointed to advances made recently in higher minimum wages for women, fair pay for women, and gains in women's social status.

THE CONFERENCE, headed by Dr. Kathryn Clarenbach, University of Wisconsin specialist in women's education, has been called to study the areas of major concern which state and city commissions on the status of women have encountered.

The meetings at the Wisconsin Center will continue through Tuesday.

"More than 40 reports have been submitted to legislatures and governors throughout the country," Mrs. Keyserling said, "and the record is bright."

The federal government, according to Mrs. Keyserling, has led the way in recent years in upgrading the status of women in the business world.

President Kennedy ordered non-preferential hiring and President Johnson recently signed a bill forbidding discrimination according to sex in firms getting government contracts as well as in government hiring.

The shortage of day care centers for the children of working mothers was stressed by Mrs. Keyserling as a major area of work of the Women's Bureau.

ANOTHER AIM of the Bureau is "to give status and dignity to such jobs as those in household work," she said.

"We want to make sure women's jobs have the status, dignity, and legislative protection they deserve.

"We also work with the Job Corps of the Office of Economic Opportunity to assure that women are fairly treated in that program. We have worked to see that they receive their fair share of training, and now we feel that they do."

The total program concerning the status of women is not so much an emphasis on rights "but on how to draw on the under-used skills and wills of women," she said.

MRS. VIOLA HYMES, a representative of the National Citizens Advisory Council on the Status of Women, discussed the progress made in the status of women's jobs in the last four years.

The council did find progress, Mrs. Hymes said, but it also found large problems.

The group set up task forces to study health and welfare; law and policy regarding the family; social insurance and taxes covering unemployment insurance, social security, and various federal taxes; and labor standards, including protective labor legislation.

"Emphasis of the study will be on the women in poverty, especially minority women," Mrs. Hymes said.

Wisconsin State Journal - November 27, 1967 (CONT.)



OPENING SPEAKERS — The Midwest Regional Conference on the Status of Women was opened Sunday by Dean Glen Pulver, left, of the University of Wisconsin Extension; Dr. Kathryn Clarenbach, center, UW specialist in women's education and chairman of the Conference; and Mrs. Mary Dulin Keyserling, right, director of the Women's Bureau of the U.S. Department of Labor.

Pulver spoke on the services of the extension division in Madison and Mrs. Keyserling covered the progress of the status of women at the national level. —State Journal Photo

Milwaukee Journal - November 27, 1967

Women Better Trained, Lower Paid

They still take back seat in state jobs, survey shows

By PATTI NOWAK
Journal Special Correspondence

Madison, Wis. — Women state employes are better educated than men, but they hold the lower paying jobs, a survey released Sunday revealed. "Wisconsin women," the second major report of the governor's commission on the status of women, contains the results of a questionnaire sent to all state employes in 1964.

The report was released by Mrs. Kathryn Clarenbach, commission chairman, at the opening session of the first midwest regional conference on the status of women, being held at the Wisconsin Center here. The conference will consider the areas of major concern of state and city commissions, with special emphasis on the needs of the economically disadvantaged.

It is being sponsored by the women's bureau of the United States department of labor, the center for community leadership development of the University extension of the University of Wisconsin and the office of training and technical assistance in the office of economic opportunity.

Some 60 representatives of governors' and mayors' commissions and resource persons from nine midwest states are expected to attend the conference, which continues through Tuesday.

32% Have Degrees

The commission report indicates that 32% of all state employes are women with college degrees while 29% are men with degrees. About 19,000 of the approximately 21,000 state employes returned the questionnaire Mrs. Clarenbach said.

At the same time, the median income for women employes is $4,000 compared to $6,000 for men, and of the 18% of state employes who earn $3,000 or less per year, 9 out of 10 are women.

At the top of the scale, only 8% of upper echelon positions paying $10,000 or more are held by women. Results also indicated that women do not make the same effort to secure promotions that men do.

Asks State to Act

The report calls on the state civil service to become a "show window" for the state by promoting qualified personnel regardless of sex and encouraging women to raise their goals and aspirations.

Mrs. Clarenbach said she doubted if the percentages and general conclusions would change if the survey were done today.

The commission's report includes recommendations for action from persons attending the third statewide conference on the status of women, [illegible] held in Milwaukee in March. The recommendations, termed "a mandate to the commission," by Mrs. Clarenbach, urge that the state establish child care facilities in communities over 10,000 and in those others where the need is sufficient. It also states that family planning services should be available to those that want them.



Mrs. Kathryn Clarenbach

Other recommendations are:

The state law should be amended to provide income tax deductions for child care which enables parents to be gainfully employed and to serve on government appointed bodies.

Employment opportunities should be equalized under state labor laws by extending minimum wage standards to men, removing hours limitations for women and providing equal overtime payment for both sexes.

The law should prevent all separation of men's jobs and women's jobs in help wanted ads, placement services and so forth unless bona fide occupational qualifications can be established.

Labor unions should place women in leadership and policy making positions.

The co-ordinating committee on higher education should devise proposals for professional schools and colleges to actively recruit adult students and devise financial aid and course loads to help them complete their training.

Stature, Not Status

At the regional conference Sunday, Mrs. Mary Dublin Keyserling, Washington, D. C., director of the women's bureau, told the group they should be concerned not so much wth the status but with the stature of women.

"The concern should be how to add to the stature—the excellence of women—so they can make a greater contribution to make the world better to live in," she said.

Mrs. Viola Hymes, Minneapolis, Minn., a member of the national citizens advisory council on the status of women, said that she did not think the group should be concerned about the glamorous working woman with the neat, orderly home but the cleaning woman as portrayed by Carol Burnett.

"I think that cleaning woman . . . with ugly shoes and miserable clothes . . . is the one we should be concerned about.

"All the glamor she gets is by turning a mop upside down and waltzing with it. We have to see what she and her family face. We here have to find ways to devise ideas, services and projected laws to protect her and to make her and her family full participating citizens."

Milwaukee Journal - November 28, 1967

Welfare Programs Both Good, Bad

They help, but not enough, say speakers at conference

By JO SANDIN
Of The Journal Staff

Madison, Wis. — Welfare payments, training programs and day care centers are three of the best and worst weapons in the arsenal of the war on poverty, 50 delegates to the midwest regional conference on the status of women learned Monday.

They're good weapons because they help. They're bad because, by themselves, they don't help enough.

Representatives of 10 states who attended the three day meeting which ended Tuesday at the Wisconsin Center heard these comments on the three programs:

From Dr. John Flanagan, assistant professor of social work at the University of Wisconsin: "We have helped perpetuate the monster of a matriarchal family structure among the nation's poor with our own welfare laws. A Negro male who can't get a very good job knows his family will be better off on welfare than it will if he gets a factory job, probably paying only half of the total welfare payments. Is it surprising that under these conditions he often deserts his family?

"We have to introduce some notion of rewarding people, perhaps with supplemental income, for their efforts to help themselves."

From Miss Catherine Conroy from the Chicago office of the Communications Workers of America: "Unfortunately, there are many jobs people are being trained for which pay wages only so large as to enable them to starve with dignity instead of starving without dignity on welfare.

"If you don't pay the lowliest job well, what help is there for persons who want to get off welfare? I don't see how this nation can tolerate anything less than a $2 an hour minimum wage."

From Mrs. Cindy Maisle, co-director of the Dane county's Head Start program: "We don't look upon our program as being just a kind of educational day care center in the business of preparing children for kindergarten. We only have a child 11% of his time. More than 50% of our time, therefore, is spent working with parents to help them do something about the situation the children live in 89% of the time."

Mrs. Mary Dublin Keyserling, director of the women's bureau of the United States department of labor, told of the need of continuing some form of adequate welfare payments. She said that 40% of the people in poverty were unemployable because they were old or permanently disabled. Only a small percentage of the total of those receiving welfare benefits in the United States are able to work, she said.

Mrs. Keyserling described the achievements of the manpower development and training program. She said: "By the end of last year 600,000 persons had been trained and 75% of them had already found work."

Another 100,000 last year were given new skills through the work experience and training program of the office of economic opportunity.

Mrs. Maisle talked about another training program which had had unexpected benefits. She said that parents originally recruited as volunteers at Head Start centers in Dane county had been promoted through the ranks from aides to teachers or social workers until they had enough experience to become full time professionals.

She said: "We have found that these persons who live in the areas in which we are working are much more effective than we are at communicating with people in poverty. Of course, they also help meet the tremendous need for professional workers of the kind we employ in Head Start."

Mrs. Maisle pointed out that assistance payments had to be continued during training programs for mothers in order to enable them to continue supporting their families while they were learning employable skills. She said day care centers for mothers in training as well as working mothers were needed.

Flanagan said that almost anything that was done in the antipoverty program would do some good. "Human beings are made in such a way that the mere fact somebody is paying some attention to them will produce some results," he said.

He stressed the importance of personal contact with people in poverty. Flanagan said:

"Most of these people have not experienced the things that middle class people have and therefore, they completely lack examples on which to model their behavior. They see on television astronauts going to the moon and people living in neat, clean, middle class homes. To them one of these situations is about as probable as the other. They have never known anyone who did either one.

Milwaukee Journal - November 29, 1967

Time for Action, State Commissions Told

By JO SANDIN
Of The Journal Staff

Madison, Wis. – "When we talk about the status of women, what we're really talking about is creating a wider freedom of choice for both men and women so that each of us may be the best person he has the ability to be."

That's how Mrs. Mary Dublin Keyserling, director of the federal labor department's women's bureau, Tuesday summarized a three day conference for 50 delegates from commissions on status of women in 10 midwest states. It was held at the Wisconsin Center on the University of Wisconsin campus.

"You can't batter down



—Journal Photo

Mrs. Mary Dublin Keyserling

the barriers of discrimination toward women in splendid isolation," Mrs. Keyserling said. "We make progress only as we recognize that only as our economy moves forward are there larger places for our people."

Meeting the needs of Americans in poverty, the conference topic, was a logical concern of the commissions, she said.

"When we help bring those outside the mainstream of economic life into full participation in our economy, we add to the riches all of us enjoy."

Mrs. Keyserling said that most commissions, the first of which was organized in 1962, had completed their initial task — identifying the problems facing American women.

She said studies made by commissions throughout the nation had showed these to be among the most pressing needs — adequate day care facilities for children; better approaches to vocational guidance for young people; continuing education for older women, and new volunteer and professional outlets for women's talents.

Now it is time for commissions to start meeting these needs, she said.

Instead of adopting a single program of action or a series of recommendations to be implemented by each state commission, delegated discussed, informally, a variety of possible programs.

Decisions Left Open

Decisions on what action would be most useful were left to the full state commissions.

For example, since Wisconsin has both minimum wage and equal pay laws, it is not likely that the state commission here would seek further legislation in that field. Such laws were, however, of great concern to some other states represented at the conference.

Miss Catherine Conroy of the Chicago office of the Communications Workers of America outlined the general principle behind the concern of delegates with laws such as these: "I think it's fair to say that most of us agree that the economy would benefit if it were true that: If you worked, you made at least a livable wage and if you didn't work, you were maintaind at an adequate level."

Not Philanthropy

Mrs. Keyserling said: "This isn't philanthropy. It's self-interest. People who have adequate incomes have more purchasing power. Also, any business not covered by a minimum wage law or paying a minimum wage by its own volition is unfair competition to a responsible employer."

Miss Conroy suggested another area of legislative concern — compulsory overtime as a condition of employment.

She said court decisions striking down protective laws limiting the amount of time worked had left employes in many states at the mercy of their employers demands at the same time they allowed those who wished to work overtime the freedom to do so.

"Certainly a provision that employes could refuse all overtime over a certain amount without fear of losing their jobs would be fairer," she said.

Mrs. Gordon Krantz, Minneapolis, Minn., suggested commission activities in support of open housing laws "which must, realistically, be viewed as of more educational than punative value."

Daily Northwestern (Oshkosh) - November 27, 1967

Mrs. Metzig Appointed to Governor's Commission on the Status of Women

An honor singular to an Oshkosh woman has been accorded Mrs. Q. C. Metzig, 524 N. Koeller st., with her appointment to the Governor's Commission on the Status of Women.

Mrs. Metzig, a Michigan State University graduate home economist and mother of six children ranging in age from eight to 20 years, believes that it is her long-time interest in studies to strengthen family life and her participation at last year's Regional Status of Women Conference on the Wisconsin State University-Oshkosh campus as chairman of the Home and Family discussion group which led to her appointment.

She replaces Mrs. Carleton Schiesow, Ripon, who resigned from the commission.

As members are appointed to the Commission, they may select one of its six committees on which to be active. It was almost presupposed, therefore, that Mrs. Metzig would choose Family and Community Life which has as its purpose the strengthening of the family unit while factually facing today's changing cultural and social attitudes about both man's and woman's roles.

PURPOSES LISTED

Improved preparation for marriage and parenthood, child care services, adult education in family living are among some of the study facets of this committee. First among its recommendations is that of continuing to alert all Wisconsin citizens that the state and country will never reach its optimum unless the talents, abilities, skills and time of every individual are fully utilized.

Among the 11 others are the expansion of public housing for aged and low income groups, establishment of day care centers for children who must be outside their homes for part of the day or who need group experience, adequate medical and nursing care in a variety of settings, marriage training courses at both an adult and young people's level and establishment of some type family life education course in the curriculum of the public schools.

A dedicated and sincere women, the kind of person who completes the carry-through when she is committed to an idea, it is Mrs. Metzig's current prime interest that some type of home management and child development be made a required course for every boy and girl at the senior high level.

A woman who prefaces her comments by saying, "I know I don't know all the answers in this field by far," she nonetheless has had a continually growing interest in the family and children's relationship with parents ever since she organized a study group in the American Association of University Women when her oldest children were still babies.

"It's time for Wisconsin to get with it," she said, "Michigan has had home economics courses for both boys and girls for some time; Baltimore, Md., has mandatory family life courses as well as some of the western states."

FAMILY LIFE STUDY

Mrs. Metzig's interest in child study expanded to that on family life seven years ago when the Infant Welfare Auxiliary of the Visiting Nurse Association was looking for a project.

The VNA has long been known for its pre-natal classes. As she assisted with its well baby clinic, it occurred to Mrs. Metzig that although the physiology of the baby is an important one, even more important is gaining wisdom about a child as he grows.

She suggested such a parent-training course as the Auxiliary project. At the same time a child care center for culturally deprived was proposed.

"A vote was taken, and as you know, I lost," smiled Mrs. Metzig. VNA's Infant Welfare's Child Development Center conducted for several years at Peace Lutheran Church has now evolved into the Headstart Program under way at WSU-O.

Undaunted, Mrs. Metzig still believed in the need of such a study program. Looking about for available materials, she learned of the "Parenthood in a Free Nation" course.

After inviting a number of the community's key people to determine whether there was need for such a program, it was found there was great enthusiasm for the idea and a course was established at Oshkosh Technical Institute. It was hoped that people attending would in turn teach such a course or influence other parents to the study.

GROUPS ORGANIZED

Study groups have evolved from this original organization. Often these have been carried out through PTA sponsorship. Mrs. Metzig noted that anyone present interested in such a parent-family life study program could contact either herself or Mrs. Roy Deming, family life chairman of the Oshkosh Area PTA Council.

Under the direction of Miss Irene Luethge of the public health office, Fond du Lac, for the past three years, a group of women, including Mrs. Metzig, have gone into a depth study on family life, with leadership training the primary goal.

"Books of the past few years on child training have filled so many parents with guilt complexes, that it has been found very helpful to talk out problems, also realizing that every child is an individual," she said. "There's real group therapy in this. We've also been

Daily Northwestern (Oshkosh) - November 27, 1967 (CONT.)



MEMBER OF GOVERNOR'S COMMISSION

Mrs. Quentin Metzig, 524 N. Koeller St., Oshkosh, has been appointed by Gov. Warren Knowles to the Wisconsin Commission on the Status of Women. In her membership on this Commission Mrs. Metzig's particular interest is the Family and Community Life Committee with her prime hope the introduction of a family living course in high schools, mandatory for every student. —Northwestern photo

Daily Northwestern (Oshkosh) - November 27, 1967 (CONT.)

getting to such groups as Solo Parents where a single parent has the responsibility of child raising with our hope the stimulation of discussions will be helpful."

SMALL GROUP'S INFLUENCE

Always an active member in the PTAs of schools where her children have been enrolled, Mrs. Metzig is enthusiastic about the strong but relatively small Oshkosh High Parents group.

Firmly believing that it takes only a few interested persons to exert a wide influence for good, should they choose to do so, Mrs. Metzig cited this group's sponsorship of outstanding speakers the past few years who have held wide appeal for both teeners and their parents.

"One was Don Lonie who had the young people loving it as he told them to shape up and get into line," she commented, "but it was our first, Dr. Evelyn Duvall, a child-parent specialist, who advocated a family life education course. Our committee in the Status of Women Commission believes that it could include such topics as home economics, family finance, child care, sex education, dating, marriage and the family."

In this era of many teen-age marriages, this might be an antidote to an alarming divorce rate, it has also been opined.

OHS CURRICULUM

Until her Commission appointment, Mrs. Metzig had been thinking strictly in terms of addition of the program to the Oshkosh s c h o o l curriculum. However, with very l i t t l e imagination one can forsee complications of programming and acquiring proper study materials. "It would seem that the time would be ripe for such an addition," she continued, "with the discussion of a modular schedule (class hours being flexible in length as compared to the rigid 55 minute period) now under way."

Other committee of the State Commission, in addition to family and community life, are edution and counseling, the disadvantaged person, employment, citizen participation and legal rights and protection.

Mrs. Metzig, who has been state president of the Auxiliary to the Veterinarians Association, is now on the National public relations committee of the Auxiliary to the Association. A Sunday School teacher, she has taught the Bethel Bible Series.

Wall Street Journal - December 26, 1967

WOMEN WORKERS earn less than men doing similar work, a study finds.

A national survey by the Labor Department shows men's pay exceeds women's by 5% to 44% in 11 standard jobs employing both sexes. Female order clerks averaged $80 a week, against $108.50 for men. Office girls trail office boys by $65.50 to $68.50 weekly. Lady elevator operators averaged only $1.84 an hour vs. $1.93 for men; for janitors and cleaners, the comparison was $1.74 to $2.04.

The study notes gals generally are paid less where only women are employed than at places where both men and women work. Also, many pay rates are based on seniority, and men tend to have greater average length of service than women, the study observes.

Go west, young woman: The report says pay differences between sexes generally are smallest in Western states.

The Christian Science Monitor

It's a family affair in Sweden

By Frederic Fleischer
Special to The Christian Science Monitor

Stockholm

"I could never understand how active members of American women's organizations could be satisfied to be some sort of general consultant without demanding the right to participate and be responsible for their actions," Mrs. Camilla Odhnoff said to me. She is Sweden's newly appointed minister of family affairs.

Mrs. Odhnoff held an associate professorship in plant biology at the University of Lund until she became the second woman member of the 17-man Swedish Cabinet. The other woman is Mrs. Alva Myrdal, wife of Professor Gunnar Myrdal, who guides Sweden's disarmament policy.

With her husband, Jan Odhnoff, an associate professor of mathematical economics, Mrs. Odhnoff did research at Princeton and the University of Wisconsin about five years ago. She remembers: "American women were shocked that I devoted time to my own research projects instead of promoting my husband's career. In fact, I was invited to meetings of the women's organizations only because I was my husband's wife."

Tage Erlander, Sweden's Prime Minister, called on Mrs. Odhnoff because expert studies revealed that the Social Democrats had failed to win sufficient support among young voters last year. Younger women especially voted for the nonsocialist parties.

Mrs. Odhnoff's qualifications were limited to her activities during some eight years in the Social Democratic Women's Organization in southern Sweden. However, she fulfilled many other requirements, according to Premier Erlander, who had never met her before her appointment.

The Social Democratic government, which is trying to revitalize its image, wanted a young, married woman with children and a career as an example for young wives, to encourage them to work under the strain of career plus household.

Mrs. Odhnoff told me: "I consider it a major task to give housewives increased opportunities to take jobs, to encourage young women and girls to prepare themselves for professions for which there is a demand."

A major obstacle, she pointed out, is the acute shortage of day nurseries. There are about 190,000 working mothers of small children, 22,000 places in day nurseries and 40,000 children who are taken care of by housewives for a small fee. Nobody knows how 130,000 children are cared for.

"I believe children should have the advantage of day nurseries," Mrs. Odhnoff said. "Fifty percent of the families in Sweden have only one child, and the percentage of families who have more than two is small.

"From the age of three children enjoy other children. They should be granted the pleasure of meeting other children and playing with them."

The life of students at the University of Lund is cut off from the rest of society, Mrs. Odhnoff explained, in defense of her belated political involvement. Less than ten years ago she started to take a clear stand, during the controversy over compulsory, supplementary pension. Perhaps her experience as mother of four children formed her decision.

The Odhnoffs live the way they teach. They have a maid, but try to arrange for one parent to be at home every evening.

Mrs. Odhnoff looks forward to the time when the working day will be reduced to six hours. She said, "This will enable families to be together much more. There is no reason for the men to overwork, and die several years before their wives."

This charming minister of family affairs has been getting a good deal of publicity. Her youth and attractiveness make her a popular subject for television and news photographers.

January 3, 1968 - Capital Times

Consider Changes

Women Who Work Lose Wives' Claim In Social Security

By SYLVIA PORTER

As of Jan. 1, I'll be paying the new maximum Social Security tax of $343.20. This is not a shock to me. For the 30 years of my entire working life, since 1937, I have always been in an earning bracket where I have paid the maximum annual Social Security tax to finance pension benefits going to others.

Yet, if I ever retire, I will be eligible to receive only a few more dollars each month in retirement benefits than my neighbor who has never held a paying job in her life and who had never contributed 1 cent to the Social Security system. Despite the fact that my neighbor has never worked for pay and never contributed, she will be automatically eligible for wife's benefits when her husband retires. Solely because she exists as a wife, she will get an amount equal to about one-half her husband's benefits.

If I stay alive, I also will be automatically entitled to a wifes benefit when my husband retires — BUT I WON'T GET IT if I claim any benefits on the basis of the thousands of dollars in Social Security taxes I have contributed on my own.



Sylvia Porter

If you are among America's 15,200,000 working wives, the story is the same for you. The only return in future Social Security retirement benefits you'll get from the taxes you are now paying will be the differences between the benefits you could expect as a dependent wife and the amount of your own benefit, based on your own contributions to the system.

Over a working lifetime, your "wasted" contributions easily can amount to thousands of dollars.

Of course, I know the explanation for this obvious inequity. It is simply that when the original Social Security law was written back in the 1930s, the vast majority of wives were non-working wives and totally dependent on their husbands' earnings — and thus, also retirement benefits — for economic survival. The basic principle was, and it remains, that the husband is the key breadwinner of the family. The "supplement" for his non-working wife was put into the law to keep millions of retired married couples off the welfare rolls. The working wife was ignored because she just wasn't conspicuous enough.

But 1967 is not 1937! The working wife now represents 57 per cent of the female labor force. The married woman now outnumbers her single sisters in the work force by 2½ to 1. The wife who works is contributing billions of dollars in Social Security taxes to finance the benefits of someone else. But she must forfeit one of her roles when benefits come.

What could be acceptable solutions? For instance, I asked the Social Security Administration in Washington, "what about paying a working wife her own full Social Security retirement benefit apart from her husband's benefit with its automatic share for his wife?" The answer was: "the cost of this would be equal to the cost of a 10 per cent across-the-board benefit increase for all beneficiaries. It would boost the tax burden on all workers. Among those paying higher Social Security taxes would be the single working woman who would receive no increase in benefits."

To my question "what about requiring the married man with a non-working wife to pay higher Social Security taxes?", the answer was: "this would be an accounting nightmare because of the possibilities of divorce, death of the wife before her husband retires or a decision by the wife to get a job."

To my question "aren't there any compromises under consideration at all?" I did get this answer:

"Yes, one compromise could be a provision to pay the working wife her full Social Security benefits plus a percentage of what she could receive in wife's benefits."

That would represent recognition of the inequity and mark some effort to correct it.

Admission of the inequity must come first — and having written this initial report to spur recognition, I herewith serve notice that if I shut up for a while, my silence will be only temporary.

There must come a time when we will reduce — if not wipe out — the Social Security's law's unfair treatment of us, the nation's working wives.

Milwaukee Journal - January 5, 1968

Is Women's Picture Distorted?

By VIOLET E. DEWEY
Of The Journal Staff

IS THE American woman portrayed realistically in elementary textbooks, or is it a distorted picture that children carry with them into adulthood?

The Wisconsin governor's commission on the status of women, meeting at the state office building here Thursday, voted to initiate a study of "the image of the American woman" as seen in the books read in Wisconsin classrooms.

This might well be a first step "leading to a national conference at Wingspread," suggested Miss Barbara Mulligan, assistant director of continuing education at Alverno college and temporary chairman of the commission's education committee.

The education committee urged the commission to "reactivate" its concern regarding discrimination against women faculty members in higher education, both in state and in private universities and colleges. Commission members present also voted in favor of action in this area, through letters to or interviews with Angus Rothwell, executive director of the state co-ordinating committee for higher education, and with his equivalent in the Wisconsin Association of Private Colleges.

Reporting for the citizen participation committee, Mrs. M. J. Levin, 4425 N. Maryland av., Shorewood, of the Milwaukee Inter-Group council, said that "we will start to establish a list of qualified women in the state to recommend for appointment to state boards and commissions. We will also compile a list of organizations in the state and provide them with a list of boards and commissions, so women interested in serving will know what they are best qualified for.

"We will then be able to recommend to the governor qualified women for specific commission jobs."

Despite the absence of many commission members because of conflicting dates, the severely cold weather and, in many instances, the flu, the commission meeting was both productive and lively. Four of the other five standing committees reported on progress made since the last general meeting in the field of employment, legal rights, home and family and citizen participation.

Some of the triumphs, setbacks and suggestions reported at the commission meeting Thursday:

"Most girls applying for civil service jobs look at the clerical rather than the professional level," said Douglas Ajer of Madison, administrator, division of labor standards, of the department of industrial, labor and human relations. "They should look higher."

In River Falls "we finally succeeded" in getting a woman classified as a janitor rather than as a housekeeper, at a higher wage scale, said Miss Nancy Knaak, associate dean of students and professor of psychology at River Falls State university. "The primary difference was in how much weight could be lifted."

The Wisconsin Equal Employment Opportunities association, a citizens group, "doesn't look on the sex aspect as part of its responsibility at all," said Mrs. Kathryn Clarenbach, Madison, chairman of the state commission. "It should have women in its membership and women's employment should be one of its concerns."

Among the many other areas of discussion were the role of unions in bettering working conditions and jobs for women, disappointment in lack of action from the last legislature on bills affecting the status of women, the desirability of having a woman fill at least one of the two openings on the University of Wisconsin's board of regents, the need of equal pay for equal work.

The Capitol Times - January 15, 1968

Who's Who Lists 25 From Area

TWENTY-FIVE outstanding women from the Madison area have made their first appearance in "Who's Who of American Women." Newly listed in the fifth edition of Who's Who, are Effie Ann Bark, Marguerite Alice Christensen, Kathryn F. Clarenbach, Ramona Eberhart, Rachel Ewbank, Ruth M. Fox, Edith S. Frank, Louise W. Hanley, Josephine Harper, Suzanne Hodgman, Sister Mary Jerome, Barbara C. Kaiser, Marion L. Karr, Lida W. Kirchberger, Dolores Kluppel, Mrs. Warren P. Knowles, Margaret Knowles, Phyllis Lovrein, Louise C. Marston, Arlene C. Peterson, Blanche P. Precourt, Mary F. Rennebohm, Burdean E. Struckmeyer, Margaret T. West and Anna Maria Williams.

Who's Who is a unique biographical dictionary which includes 22,000 names, 9,650 of them for the first time this year, in the United States and Canada, plus leading foreign women with U. S. ties. They were chosen by the editors of the parent publication, "Who's Who in America" from all meritorious vocations and civic activities.

January 16, 1968
Wisconsin State Journal

Tempest in a Rum Pot?

Frances Willard? Who's She, Kids Ask

CUDAHY, Wis. (UPI) — Ten-year-old Patrick Kilts had never heard of Frances Willard until he got to the fifth grade.

Even Max C. Ashwill, attorney for the State Department of Public Instruction, wasn't sure of the identify of her.

"I must admit, my knowledge of her is limited," he said.

BUT STILL, the fact remains, there is a law on the Wisconsin books that sets aside every Sept. 28 as Frances Willard Day and commands that the "day shall be appropriately observed" by the school children of the state.

Miss Willard, who died in 1898, was an early leader in the fight against demon rum and a head of the Women's Christian Temperance Union. She was a Wisconsin native.

The day in her honor was established by the Legislature in 1919.

Kilts, and his classmates at the Lincoln School, are campaigning to get the law off the books.

"IF WE DIDN'T learn about Miss Willard before we got to the fifth grade, she can't be too important," the youngster said.

Mrs. Patricia Neubecker, 26, the fifth grade teacher, explained why the children want to remove the law.

"Nobody celebrates it anyway," she said. She said she noticed the law while thumbing through the statutes.

"I was trying to find a loophole under which I could retire early—I'm 26," she laughed. "There it was—Frances Willard Day—a day nobody observes."

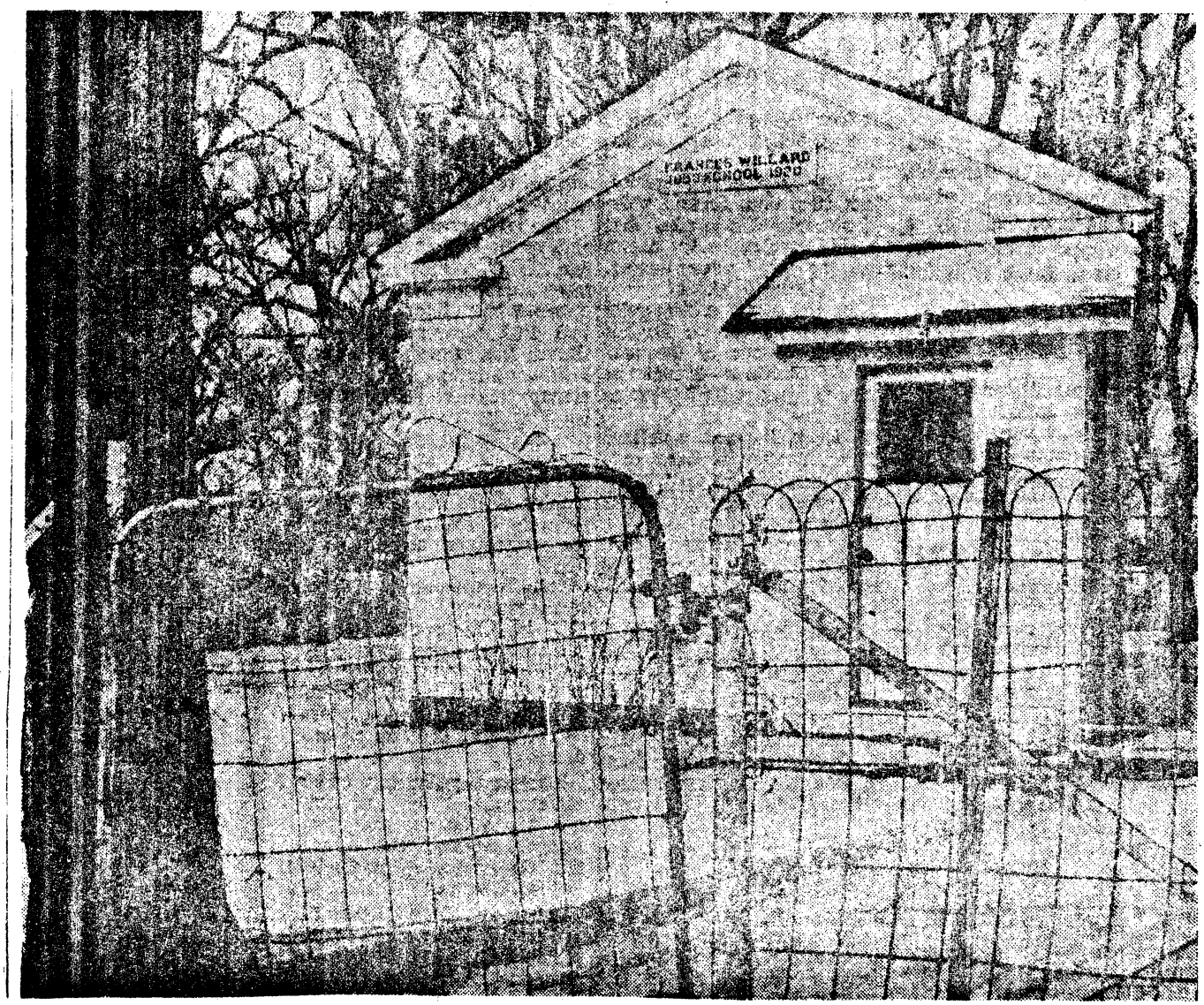
SHE MENTIONED it to her class and the youngsters agreed she didn't affect modern day youngsters.

Letters were written to Assemblymen Frederick P. Kessler (D-Milwaukee) and William P. Atkinson (D-Cudahy) by Gregory Gosetti, 10. The letters told the legislators they wanted a change.

Atkinson was invited to a dinner Jan. 25 at the school to discuss the situation.

Kathleen Schroeder, 10, was confident the class would get its way.

"We children can do pretty much if we want to," she said.



FRANCES WILLARD SCHOOL—Located on S. River Road, Frances Willard School was attended by the well known temperance leader after whom the school was named. Miss Willard lived for 12 years on the family farm, Forest Home, which adjoined the school yard. The school is now occupied by Happy House, a nursery center for retarded children.

Pupils Protest 'Frances Willard Day'

The Wisconsin Legislature in 1919 set aside every Sept. 28 as Frances Willard Day but almost everyone, including Max C. Ashwill, attorney for the State Department of Public Instruction, is uncertain as to her identity.

The fifth grade pupils of Mrs. Patricia Neubecker, Lincoln School, Cudahy, want to remove the law which commands that Sept. 28 "shall be appropriately observed" by the school children of the state.

One pupil, ten-year-old Patrick Kilts, said, "If we didn't learn about Miss Willard before we got to the fifth grade, she can't be too important."

Miss Willard, who was born in Churchville, N.Y., Sept. 28, 1839, and moved to a farm south of Janesville when she was seven years old, was a well-known woman, during her lifetime.

An 1859 graduate of Northwestern Female College, Evanston, Ill., she became the first woman college president in the United States when she became head of Evanston College for Ladies—the woman's branch of Northwestern University—in 1871

She continued as dean until 1874, resigning to become corresponding secretary of the national Women's Christian Temperance Union. Five years later she was made president of that organization, a position which she held until her death in 1898.

In 1883, she founded the World's Christian Temperance Union and became its president in 1888.

Described as "a woman of tireless energy," she addressed an average of one temperance meeting a day, in addition to carrying on her work as editor of the Union Signal, the organ of the WCTU. She was also editor of the Chicago Post and Mail for a brief period after 1878 and wrote several books on woman suffrage and temperance.

Miss Willard was once voted one of the two greatest women in American history and was named one of the 12 outstanding leaders of her sex in the United States in the 19th century.

A white marble statue of Miss Willard was erected in the Statuary Hall in the Capitol Building, Washington, D.C., placed there by a vote of the Illinois Legislature. Some 2,000 boys and girls turned out to place flowers near the statue at its unveiling.

She lived with her parents and brother and sister on the family farm, Forest Home, for 12 years before moving from the Janesville area.

The school which she attended as a young girl and taught at for one term was named Frances Willard School and is located on S. River Road. It was an historical site for many years

January 18, 1968

FRANCES FOREVER!

Although she died in 1898, Frances Willard made news in Wisconsin a couple of weeks ago when a Milwaukee area school teacher and her students questioned the need and suitability of an old state law proclaiming Frances Willard Day.

It is really not surprising that Wisconsin, one of the booziest states in the country, should want to forget Frances Willard whose early accomplishments in organizing the temperance movement were so effective.

In working for temperance, Miss Willard did not promote an abstract ideal; she crusaded for justice. A woman with a drinking husband may have problems today, but they are insignificant when contrasted with those of her counterpart of 100 years ago. In the 1800's alcoholism was widespread among men, and women had no legal redress. The law placed married women at the mercy of their husbands--not only did women have no political rights but their income belonged by law to their husbands and a heavy drinker was quite free to consume his wife's earnings and leave her and their children destitute.

Frances Willard has been called by an historian of the woman's rights movement "the ablest woman of the 19th century." Her organization reached every state of the Union, claimed 200,000 members, and its multiple activities in addition to temperance included promotion of kindergartens, of physical culture and hygiene for women, work with prisoners and woman's suffrage.

As the organizing secretary of the temperance movement, Miss Willard espoused woman's suffrage openly from the beginning of her work and in a short time swung the organization over to intensive support of it.

Perhaps if Frances Willard Day had not been allowed by our texts and teachers to be forgotten, we would not now have an unfortunate situation where Wisconsin has only one woman legislator.

Women in the 1800's got out of the rut of "My family, My home, and My church," and did things! And if you doubt the usefulness of their activities, reflect for a moment that less than 100 years ago a woman could not even sign her own will. The leadership of women like Frances Willard made possible the ordinary democratic rights American women are able to take for granted today.

Fifth Graders Give Up Attack on Willard Day

CUDAHY (UPI) — The fifth graders at Lincoln School here have decided to stop trying to do away with Frances E. Willard Day.

The day is one set aside by the Wisconsin Legislature in 1919 for schools to honor Miss Willard, a head of the Women's Christian Temperance Union. She died in 1898 after a career as a teacher and fiery suffragette.

In recent years, however, few, if any, schools honored the law and the fifth graders and their teacher, Miss Patricia Neubecker, decided to campaign to have the day wiped off the books.

But, the WCTU objected in letters and telephone calls.

So did Principal John Wohlfarth, who said he found publicity drawn to the project unsettling.

Friday, the youngsters agreed to stop the project and celebrate Frances E. Willard Day.

Seven members of the WCTU watched as the children traced Miss Willard's life in Janesville, her service as dean of women at Northwestern University, her fight to secure voting rights for women and her battle against liquor.

"She was a nice old lady and the books said she stood for service and virtue," said one of the 26 pupils.

More Than a Successful Temperance Leader

Frances Willard

By JOHN KEEFE

Restored to Her Place of Honor

Rapping Frances Willard Day cost a fifth grade Cudahy teacher a written tongue-lashing.

The lesson of the day for Mrs. Patricia Neubecker, 26, a teacher at Lincoln School, was delivered in a letter from Prof. Kathryn F. Clarenbach, chairman of the Governor's Commission on the Status of Women.

Mrs. Neubecker and her fifth grade pupils started a campaign earlier this week to erase the state schools' observance of the birthday of Frances Willard, the intemperate tom-girl turned temperance leader in the late 1800s.

"NOBODY CELEBRATES it anyway," Mrs. Neubecker flippantly explained to her pupils.

Prof. Clarenbach's letter noted she was hardly surprised at the lack of knowledge of Frances Willard, whose Sept. 28 birthday is required by state law to be "appropriately observed" in schools.

"Our textbooks and our teachers are sadly ignorant of the role of women in American history, past and present, and the many models of achieving, dedicated women are thus denied our young students," she lamented.

"LINCOLN SCHOOL in Cudahy could set an example to the rest of the state in recognizing and learning about the truly significant women who have helped shape the course of our lives," Prof. Clarenbach told Mrs. Neubecker.

She pointed out that Miss Willard made "many notable contributions" to the country besides her work as president of the Women's Christian Temperance Union (WCTU).

As head of the WCTU, she helped form the World's Christian Temperance Union, served as its president, and helped organize the Prohibition Party. She also was elected as president of the National Council of Women.

FIRED BY HER convictions, she made her first public temperance sermon kneeling on the sawdust-covered floor of a Pittsburgh saloon.

"The rapid growth and ganization (the WCTU) were very largely due to Miss Willard's remarkable executive ability and foresight," wrote Muggah and Raihle.

With the WCTU movement based in Evanston, the state of Illinois claimed Miss Willard as its own, and selected her for a statue of outstanding persons to be placed in the U.S. Capitol.

HER RINGING confidence in her cause, her steadfast independent, and her impulsive insistence on women's rights are probably best expressed by her own words inscribed on the base of that marble statue in the nation's Capitol:

"Ah, it is the women who have given the costliest hostages to fortune. Out into the battle of life they have sent there best beloved with the fearful odds against them. Oh, by the dangers they have dared; by the hours of patient watching over beds where helpless children lay; by the incense of 10,000 prayers wafted from their gentle lips to heaven, I charge you, give them (women) power to protect along life's treacherous highway those whom they have so loved."

"She is one among scores of American women who fought the right of women to vote and hold office, abolition of slavery, prison reform; establishment of social welfare services; extension of public education; elimination of child labor and sweat shops; improved working conditions; higher wages; access to higher education and a wide range of employment for all our citizens," Prof. Clarenbach wrote.

MISS WILLARD, who grew up in the Janesville area after



FRANCES WILLARD

her parents moved from New York, indeed led a varied life. But for a while, her parents must have wondered about the future of their impetuous red-haired daughter.

A Milwaukee newspaper, in a 1939 article commemorating Miss Willard's 100th birthday, said she was called "Frank" because she "preferred a boy's name and a boy's carefree life."

She rode cowback before she rode horseback because her minister father had forbidden her to ride horses. After that escapade her father relented, apparently thinking it was better for Frances to be an equestrienne than a cowgirl.

MARY GATES Muggah and Paul H. Raihle in 1946 wrote a brief profile of Miss Willard and described the time her father decided she must abandon her tomboy tendencies and become a woman.

The great trauma came though, on her 16th birthday, when her mother decided she absolutely would not "run wild" any longer.

Miss Willard's own diary revealed her actions were tamed, but her spirit continued to "run wild:"

"THIS IS MY birthday and the date of my martyrdom," she wrote.

"My 'back' hair is twisted up like a corkscrew; I carry 18 hairpins; my head aches miserably; my feet are entangled in the skirt of my hateful new gown. I can never jump over a fence again, so long as I live. As for chasing the sheep down in the shady pasture, it's out of the question," she wrote remorsefully.

It was undoubtedly this untamed spirit that carried her along the paths of reform for women's rights and social conditions.

SHE BEGAN her career as an educator, as resident of the Evanston College for Ladies and dean of women at Northwestern University when it absorbed the college.

In 1874, she resigned as the secretary of the State Women's Christian Temperance union. Five years later, she was chosen national WCTU president.

January 18, 1968

Women OK'd as Bartenders

Journal Special Correspondence

Appleton, Wis. – The city council Wednesday gave final approval to allowing women 21 or older tend bar. Previously, women could tend bar only if a licensed male operator was on the premises.

The council also approved an ordinance prohibiting women employes from soliciting drinks in bars or mingling with customers while on duty.

In another matter, the council approved an amendment to the zoning ordinance to permit temporary campaign signs or posters on private property with the consent of the owner.

111 CHEERS FOR WOMANKIND

When it comes to reporting news, journalists face a constant temptation to concentrate on the bad and neglect the good. The reason is simple. Bad news usually comes in easily describable packages—wars, disputes, fires, floods, and assorted bangs, yelps, and whimpers. By comparison, good news too often seems undramatic, or at least not worth the same big, bold headlines that bad news gets. It's a kind of journalistic Gresham's law, one that any sensible editor or reader ought to lament.

Happily, however, there was no such problem the other day when the United Nations approved a document so fundamental and far-reaching that it may ultimately be looked upon as no less significant for the world's women than the Declaration of Independence was for our nation.

The document, aimed at wiping out discrimination against women (which it describes as "fundamentally unjust"), calls upon all nations to give women the right to vote and to hold public office; to own and dispose of property; to enter into marriage only with their full consent; to have equal educational opportunities; and to have full equality in all aspects of economic and social life.

As several of the signers observed, the new declaration does not offer any really new rights to women in such Western countries as the United States and Britain. But where nothing approaching equality now exists. it may well prove an important beginning, since it gives UN sanction to the following basic proposition: "Discrimination against women is incompatible with human dignity and with the welfare of the family and of society, prevents their participating on equal terms with men in the political, social, economic, and cultural life of their countries, and is an obstacle to the full development of the potentialities of women in the service of their countries and of humanity."

Equally significant—especially in view of the UN's diverse and not always compatible membership—is the fact that the declaration passed by a vote of 111 to 0. *That's* good news in anyone's book.

James F. Fixx, Editor



DRAWINGS BY EDWARD SOREL

January 17, 1968

Despite New Law

Women Still Can't Get Equality from Employers, Unions

By SYLVIA PORTER

Why is it that there are so few women in major U. S. orchestras, when music can scarcely be classified as a strictly male profession?

Why are there so few women who drive for pay, when women do at least half of all driving in this country and insurance companies say women are safer drivers than men?

The Civil Rights Act of 1964 officially bans job discrimination on the basis of sex and beyond doubt, this single law has opened up a vast number of new job opportunities for qualified women.



Sylvia Porter

Just recently, for instance, President Johnson signed a law to provide equal job opportunity for women in military service, making it theoretically possible for women to rise to the very top. Just recently also, the New York Stock Exchange admitted its first woman as a full-fledged member.

And the U.S. Dept. of Health, Education and Welfare set up a new "Professional and Executive Corps" of about 50 highly qualified women to serve as part-time government employes. The U.S. Navy opened, for the first time, training positions for women as aircraft instrument mechanics, metalsmiths, patternmakers.

Yet, job labeling — for men only or for women only — is still pervasive. Today, only 7 per cent of U.S. doctors and only 8 per cent of medical students are women. By contrast, in India, 35 per cent of medical students are women; in France, the proportion is 27 per cent; in Denmark and the Netherlands, 15 per cent.

Today, the proportion of women lawyers or physicists in the U.S. is only 3 per cent; of chemists, only 5 per cent; of pharmacists, only 8 per cent; of engineers, less than one per cent. The proportion of women college and university teachers is one in five, about the same as in 1910.

Women still are largely confined to the lowest paying, lowest status occupations. The average American woman earns only a bit more than half the amount earned by the average man. Being wantonly neglected because of sex alone is a vast pool of potential skills in dozens of occupations struggling with drastic worker shortages.

Let's be honest. One towering reason for this shameful waste is that we, the women, are simply not getting the amount of education needed for many professions. Today, we are earning only one in three Master's degrees, less than the 40 per cent we earned in 1930. We are earning only one in 10 PhDs, against more than 15 per cent in 1930. The educational gap is widening, not narrowing.

But a second, more important reason is the persistent prejudice we face from employers, unions, professional schools, business training - retraining programs. Many of the nation's schools of medicine, law and business administration have strict quotas for women. Many corporation campus recruiters won't interview women and many unions exclude women, too. Our universities still do little to provide realistic opportunities for reeducation of adult women after their children have left home. High school and college counselors still don't do enough to raise the career sights of young women or to alert them to the job opportunities they could have with proper education and training.

In business, there is virtually no effort to attract the competent woman who can work only part-day or part-week.

Employment equality for women will become reality only when businesses, unions and universities abandon their prejudices and quotas; only when job training - retraining opportunities are opened up on a fair scale; and only when women are actively encouraged to seek the educational training to fill the jobs of today and tomorrow.

$2.3 Billion Hike

New Minimum Pay Is Still Well Below U.S. Poverty Line

By SYLVIA PORTER

Less than a fortnight from today (Feb. 1), the Federal minimum wage in the U.S. will rise from today's $1.40 to $1.60 an hour, giving an annual pay increase amounting to $2.3 billion to 7,200,000 employes in fields ranging from retailing to construction, agriculture, mining and manufacturing.

The new pay boost will follow last February's minimum wage hike from $1.25 to $1.40 an hour. The scale was ordered by the 1966 amendments to the Fair Labor Standards Act.

For another group of 9,100,000 who were covered for the first time last February by the Federal minimum wage law, will be a pay boost this February from $1. to $1.15 an hour. For these workers, primarily employes in hotels, motels, restaurants, laundries, hospitals, nursing homes, schools and farms, the 1966 ammendments provide a 15 cent hourly pay increase every year until 1971 when their pay floor also is to reach the $1.60 level.

Will this new round of wage hikes add fuel to today's wage-price spiral? Will thousands of workers in the lowest pay and least attractive skill and age brackets now be in danger of losing their jobs through layoffs by employers unwilling or unable to pay the new wage minimums? Will precisely those who the minum wage law is designed to protect actually suffer the most?



Sylvia Porter

After 1967's minimum wage hike, a major U.S. business association charged that hundreds of thousands of jobs were being lost throughout the U.S. Hardest hit, this organization said, were teenagers, handicapped workers and unskilled workers. A new charge is that February's minimum wage hike to $1.60 an hour may throw more than 1,000,000 workers out of jobs.

What are the facts?

Fact one: There is no solid evidence that last year's wage hike led to any mass layoffs or employment cutbacks. Instead the number of employes in fields covered by the minimum wage actually increased by hundreds of thousands of workers. Layoffs attributable to the wage hike affected only a few hundred rather than a few hundred thousand workers. Actually, a Bureau of Labor statistics study revealed important effects of the hike included an upgrading of the calibra of employes.

Fact two: Even today, only 1,900,000 employers in the U.S., out of a total of some 4,500,000 business establisments, are directly affected by the Fair Labor Standards Act; the rest are outside of the act's jurisdiction. Even today, only about half of the U.S. labor force, some 42,000,000 workers, are covered by the minimum wage law. This year's $2.3 billion pay hike will surely be dwarfed by the pay hikes going to skilled workers in far higher paying jobs. It will represent only a fraction of 1 per cent of the total 1968 U.S. wage bill.

Fact three: Even at the $1.40 an hour minimum wage level now in effect, the yearly pay for an individual working eight hours a day, five days a week and 50 weeks a year is only $2,800, or well below the poverty line if the worker is married. With the new hike to $1.60, this breadwinner's yearly wage will rise to $3,200, still on the brink of poverty. And for the 9,100,000 workers whose hourly minimum wage will creep up to $1.15, the new yearly minimum will be just $2,300.

It is difficult, if not impossible, to argue that the health of the U.S. economy demands that wages of the bottom-scale worker be depressed below these levels. From a social viewpoint, it has always been an intolerable position. From an economic viewpoint, the record to date shows, it is also indefensible.

SP Women Ninth in a Series

Happiness Is Being Ourselves



She's equally competent and enthusiastic whether she's preparing a Christmas dinner for 28 people or discussing the status of women with the Governor of Wisconsin.

If the adjective "gracious" didn't have a connotation of stuffiness, it would fit Marcella Chase well. But stuffy, she is not; her eyes sparkle too much and she has too much energy and enthusiasm.

She also has that kind of inquiring mind which looks at an issue from all angles. And although, she's already as well informed, if not more, than the average woman, she's likely to point out the pros and cons of an issue and then say, "It's a question that deserves our study and attention," or, "The question must be faced and answered soon, but it will take more understanding than I have to answer it."

One question she will answer definitely is the question of women entering the working field.

"I see it as good, not only for women, but for men as well. As more women go to work, more men will have to take back some of the family and community involvement and leadership they have left to the women in the past half century. I think these very important responsibilities should be shared.

This attitude seems to ask for more, not less leadership from men; leadership in the deepest sense of the word, not just as wagearners, but as fathers, husbands, and citizens of their community.

And this attitude from a woman who is currently serving on the Governor's Commission for the Status of Women should help change the conception many have about what women really mean when they talk about equal rights.

There is no denying that modern women, freed from many hours of housework by appliances has used her spare time to take over responsibilities traditionally left to men; she now runs the PTA, influences legislation at all levels, makes decisions concerning her families finances and conduct. In short, the non-working woman may often be challenging the leadership of men at a much deeper and more meaningful level than the employed woman.

As Marcella sees it, women should use all their talents to their fullest — but so should men, and devoting all their time to earning money while the little woman makes all the decisions is not good for either sex.

Why does she encourage more women to enter the working field, but remain out of it herself? "I worked at our office while Ted was in the service. I quit the day he returned — I wasn't needed there any longer," she explains.

"No matter what work I'm doing, for my family, my church or my community, I must feel that it's something I do well and that it's the most worthwhile thing I can do at the time.

And although she enjoys her home at 206 Windsor St., housework doesn't come first with her. Pointing out the paint peeling from the kitchen ceiling and a stack of ironing to be put away, she explained, "I've just put it off for things which seemed more important to me."

Since her six children have grown up, Marcella has probably done as much volunteer work as any woman in the state. Besides serving on the Governor's Commission, she is currently serving as president of the Wisconsin Council of Catholic Women; putting in several hours a month as a "pink Lady" at St. Mary's Hospital, working on committees at church, and in the Republican Party of Wisconsin.

She has also served in the Head Start Program and Councils for Better Broadcasting.

Asked how her husband feels about her work on the Commission for the Status of Women, she said, "Well, he kids me about it once in a while, but I know he respects what I'm doing." And she added that she often took a tongue in cheek attitude herself. "I think all of us need to laugh at ourselves once in a while," she said.

The ability to laugh at herself, a mind that isn't in a comfortable rut, the enthusiasm she brings to every job or problem to be faced — all these add up to happiness for Marcella Chase — a lady who even manages to be gracious without being stuffy.

March 8, 1968

ADC Clause Is Criticized

By MARIAN McBRIDE

ENACTMENT OF provisions of the amendment to the social security act this May would be "unrealistic, damaging and difficult," according to a resolution of the governor's commission on the status of women. The commission met Thursday at Alverno college.

The commission particularly criticized enactment of the clause requiring ADC (Aid to Dependent Children) recipients to work and place their children in child care centers before "adequate appropriations or resources are available."

The resolution asking for postponement of the date for implementing the amendment's provisions and "consideration of individual choice regarding work . . . and emphasis on adequate child care plans" was directed to Wisconsin's congressional delegation.

Information copies are to be sent to Gov. Knowles; Wilbur Cohen, undersecretary of the department of health, education and welfare (HEW); Labor Secretary W. Willard Wirtz; Francis Walsh of the Wisconsin employment service, and Wilbur Schmidt, secretary of the state department of health and social services.

The commission expressed alarm about the welfare recipients who might be left without funds by the May implementation of the act; the additional cost to the state and counties, estimated in Wisconsin at about one and one-half million dollars; and the unrealistic assessment of the child care facilities available for working mothers.

The committee on citizen participation of the commission reported it was preparing for Gov. Knowles a requested "crash" list of women qualified to serve on the University of Wisconsin's board of regents. Women's organizations throughout the state are being contacted for lists of qualified members, which will be submitted for the governor's considerations for other state boards and commissions.

Gov. Knowles told the commission on Feb. 7 that he was handicapped in appointing women because of a lack of names of available, qualified persons.

A pilot program workshop for personnel, advising adults on educational planning, was recommended by the committee. Alverno college and the University of Wisconsin—Milwaukee offered to jointly sponsor the workshop with the commission on the status of women.



GOV KNOWLES met Wednesday with representatives of the governor's commission on the status of women in his office in the capitol at Madison. Prof. Kathryn F. Clarenbach of Madison (left) presented the commission's new report to the governo and led the discussion on the major issues in the study.

—Sentinel Photo by Ernest Anheuser

Seek Able Women for State Posts

By MARIAN McBRIDE

Sentinel Staff Writer

MADISON, WIS. – Gov. Knowles is hunting for women. At a meeting Wednesday with a committee of the governor's commission on the status of women, Knowles said he was eager to appoint women to boards and commissions but could not find any interested and qualified.

"I can recall no single instance of a woman coming forward and saying, 'I want to serve' since I've been governor," Knowles said.

Prof. Kathryn F. Clarenbach, chairman of the commission and director of continuing education for women at the University of Wisconsin here, told the governor the commission was compiling a list of eligible state women.

"Just to let you know that I am not ruling out the possibility of a woman regent for the university, look at what is on top of my desk," Knowles said, holding up a clipping of a column by John Wyngaard of the Wisconsin State Journal.

The column had pointed out that when Arthur De Bardeleben of Park Falls, Wis., completes his term on the board of regents in May it would be a good opportunity for Gov. Knowles to "return to an old tradition" and appoint a woman regent.

"Women have a natural interest in education as mothers and teachers and a qualified woman could lend a new experience to the board," Knowles said after the meeting.

Mrs. Clarenbach pledged that the commission would intensify its activity on the list of qualified women and present it as soon as possible to Knowles.

The commission presented the governor with its updated edition of "Wisconsin Women" — the second major report of the group since it was founded by former Gov. John W. Reynolds in 1964.

The commission representatives spent nearly an hour discussing with Knowles the 10 most urgent points of inequity of women's rights in Wisconsin.

Women's appointments to significant posts in state government, "including those jobs which are paid," was Prof. Clarenbach's first suggestion.

The governor was asked to assist with affirmative action to correct inequities in civil service jobs in the state. A recent survey indicated that more than 90% of the top civil service jobs are held by men and 75% of the women are clustered in the lowest ranks. The comparisons showed that the gradations had no relation to the educational qualifications of the women.

SEEK ABLE WOMEN FOR STATE POSTS (cont'd.)

A special plea was made for more day care centers for children in Wisconsin. The commission pointed out that the new federal social security law signed in January could penalize women with dependent children in that it indicates that women on family aid must put their children into day care centers and get jobs.

"The law as written is vague and the punitive aspects could be minimized by its interpretation by local departments," Mrs. Clarenbach said.

"There do not begin to be enough day care facilities to handle the children of women working now," she added. "These women would have nowhere to turn."

Knowles asked if the commission believed in public or private day care facilities.

Mrs. Clarenbach indicated it was hoped that all possible public and private resources could be integrated.

Lack of action by the last legislature on labor legislation revisions recommended by the department of industry, labor and human relations was criticized by the commission. Included in the recommended legislation was extension of the minimum wage law to men and the same hours treatment for women and men.

Other recommendations included expansion of economic opportunities for all the poor, with added emphasis on the plight of woman in poverty and her family, and continued expansion of a healthy economy to assist marginal workers — "the last hired and the first fired."

"As leader of your political party, we urge you to encourage more women to participate in the mainstream of politics and as candidates," Mrs. Clarenbach said.

"I've done that for many years," the governor answered. "Women do an untold amount of work in political organizations and it is time more women got into lawmaking. They would add an expertise men do not have."

The governor was further asked to continue to give leadership in removing the secondary status of women, that is, state law forbidding mothers to sign for teen age drivers' licenses; licensing of women by municipalities and maintaining equal retirement benefits.

"Keep education budgets intact, even if this means higher taxes," Mrs. Clarenbach added.

"Our final plea is to remind you that this is human rights year and the United Nations assembly in November passed a declaration of women's rights," Mrs. Clarenbach concluded. "We hope Wisconsin will help urge United States support of that declaration."

March 8, 1968

Status Group Protests ADC Change

Commission calls provisions 'unrealistic and damaging'

By JEAN OTTO
Of The Journal Staff

CALLING two provisions of the Social Security amendments of 1967 "unrealistic and damaging," the governor's commission on the status of women went on record Thursday in support of delay and modification. It's "the most we can do," said Miss Cynthia Stokes of the Wisconsin Department of Social Services, "since the bill has already been signed by the president.

Target of the commission's concern was HR 90-248, which proposes to arbitrarily set a maximum number of women who could receive aid to dependent children funds, and deprives such women of individual choice in whether they will work or stay at home to care for their children.

Under provisions of the law, women able to work must do so; those who show potential for jobs must take training with jobs as the end goal, or, essentially, lose their ADC support.

"We believe in the objectives of helping people move out of dependency to self-sufficiency," said the commission unanimously. "We are concerned about the high cost of public aid. We support the goal of assuring social opportunities for all by expanding training, employment opportunities and rehabilitation services." The commsision objected however, to the "freeze" on the number of families who may receive ADC, based on the number on the rolls Mar. 1, and the coercive nature of the work incentive program.

Postpone "Freeze"

The commission statement, to be sent to the Wisconsin congressional delegation, Undersecretary of Health, Education and Welfare Wilbur Cohen and Secretary of Labor W. Willard Wirtz, supports the postponement of the effective date of the freeze by congressional action and urges consideration of individual choice regarding work, as far as possible, with emphasis on adequate child care plans.

Meeting at Alverno college under the chairmanship of Mrs. Kathryn F. Clarenbach, the commission expressed concern that the amendments will take women from their homes for work or training at the expense of adequate care for their children. They questioned whether or not ways should be explored to take some women out of the labor market to care for their children. Of the 28 million full time working women, 33% make less than $3,000 a year. They are untrained, but work out of necessity, said Miss Stokes.

Under the social security amendments, the department of labor will take over the training phase of the new program. Wisconsin should be able to pick up the new program right away, said Miss Stokes, but a few legal obstacles require some time for transition. President Johnson asked for compassion in administering the new law, she said, but that is impossible in view of the strict terminology of the amendments.

Noting that there were 60,000 receiving ADC in the state in November, 1967, the commission agreed in principle with helping such families to independence, but believed it could not be done according to formula.

Licensing Ruling

Members of the commission and of the state assembly, Mrs. Carolyn Blanchard and Mrs. Esther Doughty Luckhardt were commended for their co-sponsored bill A-369, passed in December, which prohibits all state licensing agencies, including municipalities, from discriminating on the basis of sex as well as race and religion.

Now of concern to the commission — which in its initial years was devoted largely to a study of what the status of women actually was and what was needed to be done — is public understanding of its goals and purpose, said Miss Dorothy Miniace, director of continuing education for women at the University of Wisconsin — Milwaukee. Several new members said they themselves were unsure of what the commission is trying to do.

The commission does not feel, explained Mrs. Clarenbach, that only women working outside the home are able to achieve. It is dedicated to the belief that

Clubs Seek Conservationist

Who is the state's outstanding woman in conservation? The Wisconsin Federation of Women's Clubs is seeking nominations of candidates for its 11th annual conservation awards, which will be made at the annual federation convention in Madison in May.

Areas for consideration include soil, forestry, wild life, community service in conservation, promotion of youth activities in this area, and conservation education.

Deadline for nominations is Apr. 1. They should be mailed to Mrs. George Barland, 2003 Altoona av., Eau Claire, 54701.

The nominee should not be employed in the resource management field.

there should be wide areas of choice regarding marriage, work, and having children, and that women be given social helps, whatever their choices may be. The objectives and range of concerns is for satisfactory family living.

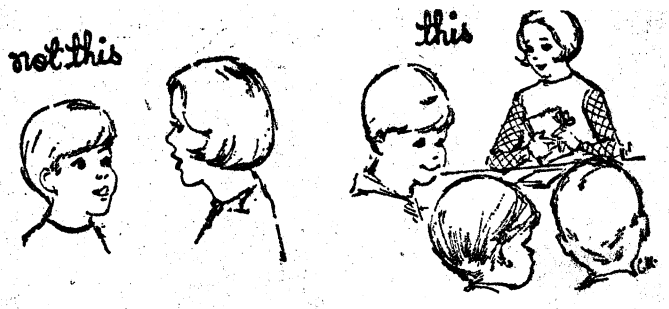
Mrs. Clarenbach voiced the belief that women with advantages of education and economics have obligations that extend beyond the four walls of their homes. There can be no successful war on poverty, commission members agreed, unless women volunteer to do the work.

Pinpointing areas of discrimination, the commission noted that women have lost out in top jobs in education. There is not one woman high school principal in Milwaukee and fewer in elementary schools than a few years ago.

In higher education positions, the wage differential has widened between men and women, even when women have undertaken more professional responsibility. This salary gap exists whether one is clerking or teaching in college, said Miss Miniace. Unmarried women, as well as men, are also discriminated against in tax assessments.

Initial plans for a workshop for people who are or will be involved in giving educational counseling to adult women were presented by Miss Barbara Mulligan, assisting director of continuing education at Alverno college.

The commission will meet again May 8 at The Journal building.



Jimmy: "Will you be a den mother or a home room mother next year?"

Mother: "I can't. It's easier for mothers who don't have jobs to do those things."

Don't push all responsibilities out of your life just because you are a working mother. Your child needs to feel you are interested enough to take part in his activities.

Three out of five mothers have jobs these days — and many of the stay at home mothers have tiny babies. Even though it may be inconvenient, every mother should try to do her share if she wants her child to participate.

WOMEN: KNOW YOUR RIGHTS–I

Ignorance of Law Leads to Bias

This is the first of five articles on women's rights under Wisconsin law. The compilation is the work of the governor's commission on the status of women.

By MARIAN McBRIDE

Sex discrimination still exists in many alleys of American life. But often only ignorance of the law leads women to deprivation or loss. Knowing her rights is just as important to a woman as having them.

Three years ago the women's bureau of the department of labor prepared a leaflet on the legal rights of working women under federal law. Publication had been urged by the president's commission on the status of women.

The Wisconsin governor's commission on the status of women recognized the need of a supplementary digest of information, particularly involving this state's laws.

The Wisconsin booklet, prepared by Atty. Nancy Murry Barkla and Miss Nancy K. Knaak, both of River Falls, broadens the scope.

It summarizes legal rights of women during marriage, as a homemaker; during marriage, as a working woman; when marriage ends by death; when marriage ends by divorce, and when children are born out of wedlock.

"While these questions and answers provide a guide to the Wisconsin laws which are most likely to affect the woman's life as a wife, mother, and/or wage earner, they are not a substitute for professional advice," the women wrote. "When a personal legal problem arises, the county or state bar association can be consulted for help in locating an attorney or the local Legal Aid society should be utilized."

The Milwaukee Sentinel, as a public service, here presents the first of a series of articles on the material compiled. The Sentinel will reprint the series in pamphlet form. The booklet will be made available to Sentinel readers.

WHO CAN MARRY?

Q. What conditions must be met to be married in Wisconsin?

A. Wisconsin law requires that a prospective bride have parental consent if she is between the ages of 16 and 18, and a prospective bridegroom must have such consent if he is between 18 and 21. Individuals younger than these ages may not be married in this state even with parental approval.

The couple may not be related as first cousins or closer, and the blood test required within 20 days before securing a license must generally be negative for both parties. The licensing itself, secured from the county clerk, must be obtained at least five days before the wedding, and, as a rule, both prospective bride and bridegroom must be present to apply for it.

Q. Are women eligible to serve on juries?

A. Yes. Although one may request that she be exempt from jury duty, a Wisconsin woman will be excused according to such considerations as age or occupation. Her sex is not a factor in the decision.

Q. Who may vote?

A. In Wisconsin, any citizen of the United States who is 21 years old or more may vote providing that he is free of certain court convictions. A person may vote in a presidential election in Wisconsin no matter how recent his arrival in the state if he was eligible to vote in the state of his prior residence. This includes the right to vote for candidates for vice-president, senator and congressman. One may vote for governor, other state officers, and candidates for the Wisconsin legislature if he has been a resident of the state for one year.

Elections for nominees in a particular precinct or voting district further require a residency period there of at least 10 days immediately prior to the date of the election. Voters who may have moved into a precinct less than 10 days before election day have the right to vote in their former Wisconsin precinct.

Whether one must register to vote depends in large part on the size of the village or town. In a community of more than 5,000 population, registration is required. In smaller towns, a local council may require that voters register if it so wishes, or a certain proportion of the citizens living there may petition that registration be required. The population of the county as a whole may also govern registration in towns of fewer than 5,000 people.

Q. Who has the right to decide where the family lives?

A. The husband, as the person legally responsible for family support, has the right to make this decision. Unless he agrees to a separate residence, legally the wife must live where he provides the home.

A married woman who has been abandoned or deserted by her husband for one continuous year has the same right as a single person to acquire a new place to live, providing that she has initiated legal proceedings against her husband.

Q. Who is responsible for family support?

A. The husband must support his wife and the children to the best of his ability. If he is sick or for some other good reason is unable to provide support, then the wife must support the family to the extent that she is able.

Q. What type of support must the husband provide?

A. Support includes necessaries such as food, clothing, medical care, a place to live and other things in accordance with the family's income and position in life.

Q. If the husband does not support his wife, what can she do?

A. Whether the wife lives in the same house or not, she can charge to her husband everything that is necessary for her support and the support of her children. If she cannot get these necessaries on credit, the law makes special provision for the court to help her. Advice on this matter may be secured from the Legal Aid society, a family service agency or the district attorney's office.

Tuesday: More Homemaker's Rights

WOMEN: KNOW YOUR RIGHTS—II

State Law Often 'Favors' Wife More Than Husband

This is the second of five articles on women's rights under the Wisconsin law. The compilation is the work of the governor's commission on the status of women.

By MARIAN McBRIDE

Some Wisconsin laws protect the woman in marriage even more than the man.

Women, for example, may own property separate from their husbands or dispose of it as though they were single. But a husband cannot sell his separate property without his wife's consent.

DURING MARRIAGE . . . AS A HOMEMAKER

Does the wife have the right to any cash money from her husband for her own use?

A. Legally, she has only the right to be supported in accordance with her husband's income and mode of living.

Q. Can the wife own money or other property separately from her husband?

A. Yes, she may own any type of property separate from her husband in the same manner as if she were single. Her separate property may be personal (money, bonds, stock, jewelry, clothing, etc.) or real property (house, farmland, etc.).

Q. Can the wife dispose of her separate property without her husband's consent?

A. By the laws of "dower and curtesy," a wife may dispose of her separate property in the same manner as if she were single. However, while her husband's consent is unnecessary under such circumstances, the husband cannot sell his real (as opposed to personal) property without his wife's consent. In the case of sale of the homestead, the consent of both husband and wife is required.

Q. Can the husband assign his wages to someone other than the wife without her consent?

A. In Wisconsin, a husband cannot arrange for his creditors to collect his wages directly from his employer unless his wife has given written consent which has been witnessed by two disinterested parties.

Q. Can the husband mortgage the family furniture as security for a loan without the wife's consent?

A. Furniture cannot be used as security for a loan without the signature of both husband and wife.

Q. Does the law protect the family home from being taken by creditors?

A. A homestead occupied by the owner is exempt from the lien of every judgment and liability for the owner's debts up to $10,000 except to pay the mortgage liens related to the construction of the home, and taxes.

Q. If the husband is injured in a way that affects the marriage, can the wife collect damages from the person who injured him?

A. Formerly, except where alienation of affection was charged, a wife could not bring legal action against a third party to recover damages for injuries which interfered with her husband's support or companionship. In April, 1967, however, the state supreme court ruled that a wife can join with her husband in bringing suit against such a third party. (Moran vs Quality Aluminum Casting Co.)

Q. Is the wife legally responsible for her husband's debts?

A. The wife is responsible for her household debts if her husband fails to pay them, but the wife is not similarly responsible for what are his personal debts.

Q. What is the wife's right to a gift her husband gives her such as a fur coat, jewelry or a car?

A. The gift is hers to keep, sell, or otherwise dispose of. However, if her husband's creditors insist that the gift was given to avoid payment of his debts, the wife may be called on to prove that the gift was not made for this purpose.

Q. Who owns property bought for family use?

A. Whether the wife works for wages or works in the home, her efforts as a member of the marriage partnership make it possible for the family to acquire possessions such as a house, furniture and an automobile. It may be a wise practice to buy the property in both names; otherwise, it belongs to the person named in the title. (If divorce occurs, however, the court determines the division of property even though such titles carry only one of the partner's names.)

Q. What are the wife's rights to the real property her husband owned before marriage?

A. This is real and separate property just as what the wife owned before marriage is her separate property. However, what he owned before marriage may provide her with a better basis of support and credit, and each spouse has certain inheritance rights in the real property of the other spouse.

Q. What are the wife's rights to the money her husband gets during marriage as a result of his work?

A. Each owns what each earns, but the husband is responsible for paying for the necessaries such as household expenses. This provision is based on principles of creditors' rights rather than marital status.

Q. Who is eligible for public assistance?

A. Every municipality (or county) must furnish relief to all eligible, dependent persons within its confines, but the relief is limited to 30 days unless the relief recipient has lived one year in Wisconsin.

When temporary relief is granted without legal settlement or one year's residency the municipality (or county) in which relief is furnished would be reimbursed by the state.

More lenient regulations apply to a dependent child born less than a year before the need for funds, and to children who may have been recently placed in homes where the adult members have been residents for a year or more.

A blind, totally disabled or 65 year or older woman who meets other qualifications cannot be denied aid to the blind, aid to the disabled or old age assistance because she has not resided in Wisconsin one year.

Nor can the indigent mother of dependent children be denied aid to families with dependent children on grounds the family has not resided in the state one year.

There is no durational residency requirement for medical assistance benefits.

Q. Does the mother have as much to say as her husband about bringing up the children?

A. Wife and husband have equal rights in the care, discipline, education and rearing of minor children.

Q. Who must sign the application for a child's driver's license?

A. Unless the wife has custody, the husband must sign the driver's license application for a child under 18 years of age. If negligence is eventually charged against the child, the person who signed the application may be held liable. The signer of such application may request in writing that the motor vehicle department cancel the license.

Q. Who is responsible for the support of dependent relatives?

A. Although the ability to pay may eventually be determined by the court, the parent, spouse or child is the only one held responsible for the support of a dependent person. (The court may sometimes rule, however, that one must extend assistance to a dependent brother, sister, or a closely related family member.)

Q. Can a wife make a trip, get a passport, and leave the country without her husband's consent?

WOMEN: KNOW YOUR RIGHTS—III

No Consent Needed for Wife to Work

This is the third of five articles on women's rights under the Wisconsin law. The compilation is the work of the governor's commission on the status of women.

By MARIAN McBRIDE

Wisconsin women may work outside the home without their husbands' consent. However, if a woman works in her husband's business he does not have to pay her.

A woman may set up her own business and keep the profits for herself — but her husband does not have to pay the debts she accrues in the business.

Money earned by a married woman may be spent at her own discretion, but a wife is not responsible for her husband's personal debts, even though he must take care of hers.

DURING MARRIAGE . . . AS A WORKING WOMAN

Q. Does the wife have the right to earn money by working outside her home whether her husband agrees or not?

A. Yes, in our democracy, a woman has the right to decide whether to work or not. However, partners in a marriage usually find that a major decision like this requires open and frank discussion before a decision is made since the welfare of children and other factors may be involved.

Q. For what jobs may woman apply?

A. The 1961 Wisconsin fair employment law and Title VII of the 1964 civil rights act require that equal employment opportunity be available to both men and women. This includes the right for training, apprenticeship, promotion, and wages. Where an employer feels that exception to these legislative demands is justified, a ruling must be made by the department of industry, labor and human relations — formerly known in Wisconsin as the industrial commission.

If a woman still thinks she is being denied equality, she may file a complaint with the equal opportunities division of the department of industry, labor and human relations.

Q. Who is protected by minimum wage legislation?

A. State minimum wage legislation covers a broader area of employment in Wisconsin than the federal, but it is extended to women and minors only. Men are not covered by similar requirements in this

Q. How many hours can a woman work per day?

A. "Day work" is defined in Wisconsin as occurring between 6 a.m. and 8 p.m. The maximum number of hours a woman may work is generally nine per day and 50 a week.

"Night work" falls between 8 p.m. and 6 a.m. The maximum for women is eight hours a night and 48 hours a week. In both situations, a minimum of one hour in each day or night must be provided for meals.

These restrictions do not apply to men.

Exceptions during emergencies or in certain industries must be approved by the department of industry, labor, and human relations. Furthermore, the law states that women cannot work at any employment or during such hours which "shall be dangerous or prejudicial to the life, health, safety, or welfare of such female."

Q. Does a working mother have any tax offset for child care expenses?

A. Yes. Both federal and Wisconsin income tax laws permit certain deductions for child care expenses. These are described in the tax instruction booklets but it may be helpful to consult the local tax office. Only women with very minimum income are at present eligible for any child care deduction. There has been some agitation for child care becoming a legitimate business deduction.

Q. Can a wife have a bank account in her own name?

A. Yes, she does not need her husband's consent to open a bank account.

Q. Can a wife use money she earns in any way she wishes?

A. Money a wife earns is her separate property to buy things, invest or keep in her own bank account. A wife is not responsible for her husband's personal debts, but a husband is responsible for hers.

Q. Can a wife make contracts of her own as she wishes?

A. The right to make contracts is part of her right to own, hold, and sell property in her own name.

Q. Can a wife make a contract with her husband?

A. Yes.

Q. If a wife works in her husband's business, does she have a legal right to be paid?

A. No. Although her husband does not have to pay her if she works in his business, Wisconsin allows her to make a contract with him which obligates him to pay her. The interest of "public policy" influences such laws.

Q. Can a wife establish a separate business?

A. Yes, she may have her own business which she can set up and run with her own property and earnings. She also is responsible for the debts of her own business: Her husband does not have to pay them any more than she has to pay his.

Q. If a husband borrows money from his wife, can she make him pay it back?

A. Yes, if it was intended that the money be paid back and was not a gift.

Q. If a wife buys or contributes money toward a major family purchase such as a car or a television set, what are her rights to ownership?

A. Unless there is a title or a record establishing otherwise, such purchases are generally considered to be the property of the husband.

Thursday: When Marriage Ends by Death

THE MILWAUKEE SENTINEL - June 6, 1968

WOMEN: KNOW YOUR RIGHTS—IV

Wife 'Protected' After Husband's Death

This is the fourth of five articles on women's rights under the Wisconsin law. The compilation is the work of the governor's commission on the status of women.

By MARIAN MC BRIDE

A wife is entitled to a minimum of one-third of her husband's estate, whether or not he has made out a will, but the law makes no similar provision for her husband.

If a married woman has no will, the husband may inherit a minimum of one-third of her estate if there are children.

But if a wife makes a will, she may designate children, parents, charities or any other heirs.

WHEN MARRIAGE ENDS . . . BY DEATH

Q. How can a widow get money for living expenses until her husband's estate is settled?

A. The law provides that she may use some of her husband's available funds before probate, but the amount is determined by the court for the protection of both heirs and creditors.

Money in a joint bank account can generally be drawn on immediately, and a widow may usually cash her husband's last paycheck, but his safety deposit box or one owned jointly with him will be sealed upon his death until certain formal steps are taken.

The wife has the right to remain in the family home which is protected from certain liens and debts, but, if there is no will, this right is governed by the homestead law.

Q. What rights does a widow have in the final settlement of her husband's estate?

A. Whether or not there is a will, a wife is entitled to one-third of her husband's separate property as a minimum.

Either spouse may make a will and dispose of his separate property allowing, however, for the right of the other spouse to reject the will and claim the minimum share which the law says he or she is entitled to receive.

Q. Does the husband's death affect money or property held in the widow's separate name?

A. No, that is the widow's and is not affected by her husband's death.

Q. How can the wife and husband take effective action during their lifetimes to protect each other's interests after death?

A. The title in which property is held directly affects the right of the surviving spouse to inherit it after the other spouse's death. Depending on the widow's circumstances and what kind of property is involved, some arrangements — such as joint tenancy — may be better for her than others. Get legal advice on this when purchasing real estate or other property.

Q. What about the support of the children after the husband's death?

A. It becomes the widow's responsibility. Wisconsin statute requires allowances to be paid out of the estate for the support of minor children. If there is no will, the court considers the child's welfare in settling the estate.

If the husband or wife makes a will, neither of them is required to leave any property to their child, but the court must appoint a representative to act for a minor child.

Acting through this representative, the minor child who is not provided for in a will may challenge the will on the grounds of fraud, undue influence, or lack of the parent's capacity to make the will if the circumstances warrant. If such a claim is proved, the court may award a share of the estate to the child.

Q. What are a widow's social security benefits?

If she is 62 years of age or more, a widow may collect 82.5% of the benefits her husband would have received. If she is between 60 and 62, she can collect 71.5%.

A widow who has been employed and who has social security benefits to which she is thereby entitled must make a choice between her own or her husband's payment, whichever is larger. She may never collect on both accounts. However, she can collect the widow's benefit at the age of 60 and convert to her own account when she becomes 65 if her own is then the larger.

Widows with children under 18, or disabled children of any age, may collect "mother's benefits" if those children live at home. When a son or daughter between 18 and 22 enters as a student at any accredited school — college, vocational school, etc. — he or she may continue to receive social security assistance, but the specific "mother's benefit" ceases.

An unmarried woman can



SPECIAL RIGHTS FOR WIFE OR WIDOW
—By a Sentinel Artist

begin collecting social security at the age of 62. Until the age of 72, people receiving such payments may earn a maximum income of $1,680 from other sources; after 72, there is no limit on the latter.

Any woman who might be eligible for benefits should promptly consult her nearest social security administration office.

Q. Should a wife make out a will?

A. While a wife is entitled to a minimum share or one-third of her husband's estate no matter what lesser amount may be specified in his will, the law makes no similar provision for the husband. Thus, if she wishes to designate any or all of her estate for inheritance by children, parents, particular charities or any other heirs, the wife may do so.

In the absence of a wife's will, the husband inherits a minimum of one-third of her property if there are children, or all of it if there are not. He also inherits one-half of her personal property if there is one children, or one-third if there are two or more children.

Husbands and wives sometimes have identical wills to prevent possible difficulty should both die, for example, in the same accident.

Friday—When Marriage Ends by Divorce

WOMEN: KNOW YOUR RIGHTS—V

Wealthy Wife May Still Get Alimony

This is the last of five articles on women's rights under the Wisconsin law. The compilation is the work of the governor's commission on the status of women.

By MARIAN McBRIDE

Despite the fact that a wife may be wealthy in her own right or earn more money than her husband, the court may grant her alimony and child support in the event of a divorce.

The exception is where adultery can be proven.

The woman is normally given the children's custody, unless she has proven herself an unfit mother. The court maintains jurisdiction over the children, no matter which parent has the custody.

The father usually has the right to be consulted on all important questions concerning his children, even if the mother has custody.

A child born out of wedlock inherits from his mother the same as if he had been born to a lawful marriage. However, he only inherits from his father, if his father has, in writing and before a competent witness, declared himself the father.

WHEN A MARRIAGE ENDS... BY DIVORCE

Q. What are the grounds for divorce in Wisconsin?

A. The grounds for divorce or legal separation are several: Adultery, three or more years in prison, willful desertion for one year, cruel and inhuman treatment, habitual drunkenness for one year immediately preceding legal action, voluntary separation for five years, legal separation for five years, and/or the complaint of the wife that her husband has neglected to adequately provide for her when he has been able to do so. Neither partner may remarry for one year following the divorce decree.

Q. What are the grounds on which a marriage may be annulled in Wisconsin?

A marriage may be annulled on the following grounds: Fraud, force or coercion, consanguinity (to the relationship of first cousins), incurable physical impotency or incapacity of copulation provided the complainant was unaware of this at the time of marriage, bigamy and mental incompetency if unknown at the time of marriage.

A marriage also may be annulled if parental consent was not obtained for a daughter between the ages of 16 and 18 or a son between 18 and 21 providing annulment proceedings occur within one year of marriage. Girls under 16 and boys under 18 may not be married in Wisconsin and marriages which may have taken place in other states are not valid in Wisconsin until conditions required by this state are met.

Q. If a marriage breaks up, what is the best way to handle the questions about the children, support, and property which will arise?

A. The wife and husband each should have a lawyer. If a wife does not have one, she may consult the Legal Aid society or the local bar association. Where reconciliation does not seem likely, the family court commissioner will sign a temporary order providing for support of the wife and children and make recommendations to the court for the eventual settlement.

Q. If a woman is separated, but not divorced, from her husband and he does not support her, what can she do?

A. She may start a legal action for support in the county of her residence. If her husband leaves the state, then the district attorney should be consulted. The uniform support act can be used to obtain an order for support from the court in the state where the husband has moved.

Q. If it becomes necessary to divorce her husband, will he be required to pay alimony to his wife?

A. Except where adultery has been committed by the wife, the court may, at its own discretion, grant her alimony and child support. Wives are not expected to pay alimony to their husbands because the law presumes that the husband can support himself.

Q. Who will be required to support the children?

A. The husband's primary responsibility for support of his children is not ended by divorce. However, the court always retains jurisdiction over minor children and may make adjustments as it deems appropriate. Where such a court has approved of a change in residence to another state, it yields this jurisdiction.

Q. If a woman is legally separated or divorced, does she have as much to say about bringing up the children as her husband?

A. Unless she has in some way shown herself to be an unfit mother, the court will generally give her the right to have the children live with her and be brought up by her.

However, no matter which parent is given custody of minor children, the court continues to have jurisdiction over them.

Unless there is some valid reason to the contrary, the father generally has the right to be consulted on all important questions concerning the children. The court usually grants him the right to visit with them and to have them stay with him from time to time.

In divorce, how is the family property divided?

A. The court tends to divide the joint property equally and to allow each to keep his or her separate property. However, the person who is legally at fault in a divorce action may lose valuable property rights.



DIVORCEE USUALLY GETS ALIMONY, CHILD SUPPORT

—By a Sentinel Artist

CHILDREN BORN OUT OF WEDLOCK

Q. Is the father of a child born out of wedlock liable for the support of the child?

A. If the man has been found by the court to be the father of a child born out of wedlock, he becomes liable for contribution to the support of the child and for the expenses of the child's birth.

Q. Does a child born out of wedlock become legitimate if his parents later marry?

A. Yes, a child born out of wedlock is legitimized by the subsequent marriage of his parents.

Q. What are the inheritance rights of a child born out of wedlock?

A. A child born out of wedlock inherits from his mother the same as if he were born to a lawful marriage. He also inherits from his father, if his father has in writing and before a competent attesting witness, declared himself to be the father, providing such writing or an authenticated copy is produced in the proceeding in which it is asserted.

A child born out of wedlock may not inherit from the kindred of either parent by right of representation (in the absence of a will) unless he has been legitimized by his parents' subsequent marriage.

If a person who was born out of wedlock dies without leaving a will and without a wife (or husband) or issue, the estate goes to his mother, or if she is not living, to her heirs.

Legally adopted children, if not provided for by a will, have the same inheritance rights as natural children.

On Woman Power

Conference Hears Mrs. King

By Dorothy McCardle
Washington Post Staff Writer

Mrs. Martin Luther King Jr. delayed attending a meeting of the leaders of the Poor Peoples' Campaign last night to speak on the role of woman power in these troubled times.

She and the District's Mayor Walter Washington both underscored the importance of women as peacemakers and pacemakers when they addressed the night session of the Fourth National Conference of Commissions on the Status of Women at the Museum of History and Technology of the Smithsonian Institution.

Coretta King, widow of the slain civil rights leader, proposed a "Campaign of Conscience" among women and pledged her own commitment "to help our Nation to what it can be and must become, a Nation of one people and brotherhood for all."

She said that the world is looking to women for this kind of leadership and that when women commit themselves, "they usually succeed."

"Women do care in a special way because they bear and raise children and hold the family together," she said. "And the basic structure of our society is the family unit.

"Until we have a wholesome, healthy family unit, then women must do their part in a special way."

MAYOR Washington said that the real problem today is to make "it possible for women to use their creative energy to the fullest extent."

"Woman power is one resource we have not yet learned to fully utilize," he said.

He turned over to women the leadership of the "I Care" program. He said a woman's place in the present unrest is vital whether she lends her time to a day care center or to lobby for a welfare bill.

He urged women to lead the way in breaking with "yokes of the past."

He used Solidarity Day as an example of what can happen when people work together in brotherhood.

"Yesterday's campaign was one that nobody believed would function, and it did," he said. "Today we have life itself to face. And now, the vast reservoirs of woman power must be tapped.

"We are looking to you for the breadth of vision and commitment if we are to effect basic changes in the communities and the minds of America."

At the opening session of the three-day conference at the Washington Hilton in the afternoon, Vice President Hubert H. Humphrey paid the women a surprise visit.

"It is incredible and outrageous that a Nation which can provide the climate for an astronaut to go to the moon cannot provide a decent life for its own people in the slums and ghettoes," he said.

SECRETARY of Health, Education and Welfare Wilbur Cohen was introduced by former U.S. Senator Maurine Neuberger, chairman of the conference, as "the father of the social security bill and Medicare."

The boss of HEW sees the "impatience and discontent now being exhibited by various segments of the population as healthy signs—not signs of sickness, but signs of the dynamism of hope."

He named racial inequality and discrimination as an "intolerable condition for a democratic society" and gave it top spot among America's problems.

He put poverty second. He said poverty hits more women and children than men. He cited 1966 figures which show that poor women outnumber poor men by a ratio of 8 to 5. He proposed closing tax loopholes and "adjusting the tax system to pay for improvements in social programs."

He proposed that raising social security benefits from $55 to $70 for the individual and to $105 for the couple "would lift one million people out of poverty in one stroke."

THIRD on his problem list was education. He said that too many of the 20,000 school districts are "in trouble financially, socially and culturally."

"The vitality of our Nation is to a large extent dependent on the effectiveness of American education," he said.

Health care was fourth on his list, and for this he has a plan that begins at the very start of life. He advocates Kiddiecare which will do for the infant and expectant mother what Medicare now does for the aged. He said that in the United States 22 out of every 1,000 infants die before they are one year old, and there are 451,000 unwanted pregnancies in this country every year.

Born healthy and well educated, the child still has the right to grass and trees in Wilbur Cohen's view and a chance to communicate. The frustrations of the young must have an outlet, he feels.

He cited a visit from young people from Washington's 14th Street and their request that they help decide what their troubled area needs.

"The poor must have a larger role in all the programs that affect their lives," he said. "Parents must be given the opportunity to participate in decisions that are made about their child's education. Students must be given a larger role in school activities. City halls must be closer to the people they govern. Citizen participation must be encouraged in every institution."

SECRETARY WIRTZ drew hope and strength from the three and a half hours he spent participating in the Solidarity Day march and programs Wednesday.

He disagreed with some of the criticisms of Rev. Ralph D. Abernathy, leader of the March and successor to Dr Martin Luther King Jr.

"It's as important to talk of what's right and what's been done in the past 10 years as well as of what's wrong," said Wirtz.

He said he had drawn a sense of strength from the day and a "feeling of casualness of relationships."

"I came away daring to hope that there won't be any rioting this summer," he said. "I don't think there will be."

THE MILWAUKEE SENTINEL - June 21, 1968

HHH Urges 'Good Society'

By MARIAN McBRIDE
Sentinel Staff Writer

WASHINGTON, D. C. – The vice-president of the United States and two members of the president's cabinet Thursday told the 260 delegates to the fourth national conference of the commission on the status of women here that the American society can be anything the American people want it to be.

Women concerned for the improved role of women in that society were challenged to go back to their states and communities and demand and work for the programs needed to cure social ills.

Wisconsin women were urged especially to work for a change in the state legislation on family planning by former Milwaukeean Wilbur J. Cohen, secretary of health, education and welfare.

Vice-President Hubert H. Humphrey had not been scheduled to appear on the opening program of the three day meeting. But he made a surprise visit after a major campaign speech at the National Press club and stayed to give another half hour speech.

Dubbing his dream for America "the good society," Humphrey moderated the Johnson administration's program by adding: "I didn't say the great society, I said the good society."

Calling for an end to study and a beginning of action, the vice-president said: "One word this democracy needs today is 'action.' We've studied our problems to death."

In another possible reflection on the Johnson administration, Humphrey continued: "Lately we've been doing some experimenting. We've tried Project Head Start. It works. We all know a child learns faster from four to seven years than at any other period of life, and yet we deny this education to millions of American children. Let's have some action."

"We're like a bunch of political squirrels," Humphrey added. "Why do we have bureaucratic debate on how to feed the hungry? Let's do it. We have the food stored up so why should anyone in this country go hungry?"

Making a particularly dramatic appeal to curb drug abuse, Humphrey said sternly:

"Drugs are in the good schools that your kids go to. Don't put drug addiction down as something which happens in Negro and Puerto Rican neighborhoods. Drugs are rampant throughout this country and if you do not want your son or daughter having them tell your governor and your mayor to stop temporizing. Drug addicts are rampant and most of them are in the middle and upper income groups."

Cohen's comment on Wisconsin's laws on birth control followed his statement that "expansion of family planning services and the prevention of illegitimacy should be among our highest priorities.

"Comprehensive programs focused on young unmarried mothers must be widely extended to prevent these teen age tragedies," Cohen said. "We must increase our efforts to reach the five million women who want family planning help but who cannot get it today because they lack money or education or access to a physician."

"I am directed by congress to spend up to 6% of my budget on family planning but I am going to have to do something about the laws of Wisconsin and Massachusetts," Cohen added. "I talked to legislators from those two states today but got no applause so I guess there is work to do."

A "kiddie care" program should be added to the Medicare system to provide more adequate health services for children of all ages, Cohen said. "If we could reach the children of the low income areas at an early age, we could prevent many of the crippling handicaps that prevent them from reaching their full potential."

Racial discrimination, jobs and training opportunities for minorities and federal legislation for improvement of schools are major challenges of the day, Cohen concluded:

"We need only to want to do these things badly enough."

Secretary of Labor Willard Wirtz, as host to the conference, told the delegates: "If we have a sick society, we have done more about it in the last 10 years than in the rest of the century. Negro unemployment was at its lowest last month since the labor department has been keeping figures.

Wirtz said that after spending three and a half hours at the solidarity day march Wednesday, he had more hope in his heart than he had had in a long time.

"Despite some of the harsh things which were said Wednesday, I had a feeling for the first time of the casualness of the relationship between the blacks and the whites," he added. "There is an acceptance now so far beyond five or 10 years ago by both sides.

"I even came away with the hope that there are not going to be riots this year. Maybe the catharsis of the deaths of Dr. King and Sen. Kennedy has done it. It occurred to me that there would not have needed to have been a single policemen on that mall as there was no need for any at the funeral in New York or the one at Atlanta."

Mrs. Kathryn Clarenb
of Madison, chairman of
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layed till Friday.

'Oppressed Majority' Chided

By MARIAN McBRIDE
Sentinel Staff Writer

WASHINGTON, D. C. — America's most oppressed majority — women — could be assisted in their climb toward equal rights by the establishment of day care centers for children and a change in the image of the female by mass media.

These two themes wove through the second day's program Friday of the fourth national conference here of the commissions on the status of women.

Marya Mannes, sharp penned author and columnist, told the women it is partly their own fault.

"In a time when this life is continually threatened and daily mutilated by senseless wars, your voices should be heard in the cause of peace in the highest enclaves of national and international government," Miss Mannes told the 300 delegates from the 50 states' commissions.

"In a time when the black and poor all over the world are growing desperate enough to kill and die for their rights, women should be in the forefront of those who have the power to grant them common humanity. It is long past the time when each can tend her own garden and consider her task done. The jungle around this garden is her task as well.

Three forces hold women back from their sovereignty as human beings, Miss Mannes said. They are: "Our own self-limitations — continually enforced by the consumer based mass media; the insecurity of men who still insist on confusing partnership with competition and femininity with dependence; and a society that has lagged far behind others in making it easier for women to work outside their homes.

"It is to me a continuing disgrace that we have nothing in this country comparable to the child care centers provided by the Scandinavian countries and the Soviet Union," Miss Mannes continued.

"It is a disgrace that paid maternity leaves are not standard procedures in all professions and industries; that our tax system penalizes the working or professional woman and that so many professions for which women are superbly endowed — and the medical one is a prime example — are still bastions of indifference."

Miss Mannes' quarrel with press, radio and television concerned not only the "retarded third grade" image of the women as portrayed on television, but even the fact that women's pages exist in newspapers.

"As one who has spoken on almost everything in the human condition from politics to pornography, from youth to age, from war to peace — no matter how urgent the subject or how large or mixed the audience, the speech lands next to the shrimps marinara and the horoscope columns on the woman's page.

This is a part of "an archaic polarization" which refuses to recognize that men can be as interested in food as women are in politics, according to Miss Mannes.

"So whether it's apron strings, g-strings or no strings, the popular culture of our time still has us neatly pigeonholed as an accessory to the fact of man or to the myth of basic human difference," Miss Mannes added.

Pooh-poohing the current theory that the young people of this country are becoming asexual Miss Mannes contends that boys' and girls' choice of like clothes, similar long hairdos and partnership in marching and protesting indicates their "brightness."

"You owe them a vote of thanks for breaking down the barriers of sex in clothes, in ideas, in talk, in the march for mutual and equal goals, whether these are the end of wars or total and equal partnership in love and work.

"The fact that boys and girls often dress alike today — girls in pants and boys in long hair — is not a freakish aberration but a clear denial of stereotypes. They are saying: We are human beings first, we are males and females second."

Miss Mannes said the young people are revolting against "the kind of living and thinking that their mothers and fathers have tried to make them repeat."

She said: "Many of the most rebellious and intelligent young men are the product of fathers who insist on thinking that material success is a sign of worth and that short hair is a sign of masculinity. Most of their young female counterparts are the daughters of compulsive housewives who have brought them up to be June brides since they first were born."

Lack of day care centers for the children of working mothers not only hinders women from earning needed money for family income supplementation, forces many mothers onto public relief roles, but also continues the shortages in fields such as nursing, delegates were told.

"Every other developed country in the world has extensive child care programs except us and I wonder when our misordered sense of priorities will shift so we spend as much on child development as we do on highways?" asked John W. Hechinger, chairman of the Washington, D. C., city council. He was part of a panel on speeding the expansion of child care services.

The million and a half dollar program of the Amalgamated Clothing Workers of America, which is providing day care centers in eight cities in the country, was described by Miss Jane O'Grady of the union. Miss O'Grady urged the status of women commission members to "nag" other unions to incorporate like programs in their collective bargaining contracts with industry.

Mrs. Kathryn Clarenbach, Madison, chairman of the Wisconsin commission, reported that the state's group had been working with the University of Wisconsin to establish training programs throughout the state for day care center staffs. She also said that she had written a booklet which is a step by step outline of suggestions on ways to establish child care centers.

Mrs. Clarenbach also reported that the Wisconsin chapter NOW (National Organization of Women) had conducted a survey among the state's hospitals and like institutions to see if medical personnel could be more available if day care centers were increased.

She said the response had been unanimous and that both the status of women commission and NOW would proceed to try to establish centers throughout the state.

Commission delegates were entertained at an afternoon reception in the Jacqueline Kennedy garden of the White House by Mrs. Lyndon Johnson.

The first lady told many of the women of her delight in having her only grandchild, Patrick Lyndon Nugent, at the White House for his first birthday Friday. He is the son of former Marquette university student, AIC Patrick J. Nugent, who is serving in Vietnam.

Laws Found Unfair to Women

By MARIAN McBRIDE
Sentinel Staff Writer

WASHINGTON, D. C. – Four task forces of the citizens' advisory council on the status of women have presented suggested changes in federal and state laws which could keep the states' commissions busy for a generation.

The reports were presented Saturday at the final session of the three-day fourth national conference of the state commissions on the status of women.

The most controversial proposals involved family planning and abortion. Repeal of laws making abortion a crime was recommended by the family law group. It maintained that the right of a woman to determine her own reproductive life is a basic human right.

Family planning and legal abortion should be available under the same conditions to all women regardless of economic status, according to the health and welfare force. The group's conclusion was that women in low income families should have the same freedom of choice in deciding whether to work as middle class women.

Miss Margaret Mealey, executive director of the National Council of Catholic Women, dissented from this recommendation when it was adopted by the council. She is one of the 20 members of advisory council appointed by President Johnson.

When former Sen. Maurine Neuberger was named chairman of the council over a year ago, she found that fast moving events had overtaken recommendations of the president's commission on the status of women and appointed task forces on family law and policy, health and welfare, labor standards and social insurance and taxes.

Income maintenance in some form was considered by three of the four task forces.

"When authorities in law, medicine, sociology, taxation, social insurance and welfare independently exploring issues in three different fields find themselves concerned with income maintenance, we can be sure that the social problems related to income maintenance are very pervasive," said Sen. Neuberger.

Not all the recommendations would benefit women. The family law force said divorce laws should be changed so that custody of children would be made in accordance with the child's best interest with automatic preference to either parent.

Health and safety regulations, now applicable only to women in some states, were recommended to be expanded to include men.

Women's rights in property acquired during the marriage and greater rights in the management of community property in community property states are two areas of family law needing revision, the council said.

Illegitimate children should have the same legal rights as legitimate, the council stated. They also said the law should be changed calling for mothers to bring criminal nonsupport charges against a father in order to receive public assistance.

One of the thorniest issues which has arisen since Title VII of the civil rights act gave women equal job opportunity and equal pay in job situations would be solved by the council's recommendation that states amend their maximum hours laws to permit women to work unlimited overtime; repeal laws placing absolute limits on weight-lifting and hazards relating to this aspect of work, and repeal all laws prohibiting women from being employed in particular occupations.

More day care facilities, expanded housekeeper services and better consumer education were stressed by the health and welfare force.

Unemployment insurance should be improved as it relates to women concerning experience rating and financing, disqualification for pregnancy and for leaving on account of family obligations and dependents' allowances. A federal-state system of temporary disability insurance tied to the unemployment insurance system and to include maternity benefits was recommended.

Legislation introduced in the last session of congress by Rep. Martha Griffiths (R-Mich.), which would permit some couples to combine earnings for purposes of computing social security benefits, was supported.

State commission members were challenged to use the task force reports as blueprints for changes in their states' laws by Sen. Neuberger.

Mature Women Given Scholarship Assistance

LACK of money has long been one of the principal reasons cited by mature women for not continuing their education.

But this is no longer valid, according to a report just issued by a committee of the Wisconsin Association of Women Deans and Counselors.

The report, made as a result of a survey on financial aids for college students, says that many such aids are available to the mature woman who wants to extend her education.

The majority of the 35 state and private colleges and universities responding indicated that the same consideration for aid would be given the mature woman student as the young woman coming directly from high school.

Minimum Credits

Loans, scholarships, grants, work-study jobs and other employment were included in the survey. The majority of the state institutions, including the University of Wisconsin in Madison and Milwaukee, require the student to carry eight credits to be eligible for a loan.

In the fall of 1967 the University of Wisconsin inaugurated a scholarship program for part time students enrolled at center system campuses. Only persons carrying six or less credits are eligible. Awards are based on educational goals, financial need and the probability of success. The committee felt this program was an attractive one for the mature woman seeking to combine educational opportunity with financial responsibilities.

Loans Granted

In 1966-'67 the schools reporting received 157 loan applications from women over 35 and granted 145. Of 232 scholarship applications received, 111 were granted.

The survey committee included Mrs. Ruth Nelson, associate dean of students at Wisconsin State university—Oshkosh; Miss Capitola Olmsted, student adviser at the University of Wisconsin—Green Bay center, and Mrs. Lillian Cofel, guidance counselor at Shawano high school.

Cooking Demonstration

The art of Chinese cooking will be demonstrated at the annual joint meeting of the Milwaukee section of the National Council of Jewish Women and the University of Wisconsin — Milwaukee Women's League at the Jewish Community center, 1400 N. Prospect av., at 1 p.m. Feb. 13.

Members of the Milwaukee section will be hostesses. The demonstration will be given by Marvin Spira, owner of several outlets featuring Chinese style food for home delivery.

Lunch Breaks Differ, Man Files Complaint

Journal Madison Bureau

Madison, Wis. – A man working at an Oshkosh lumber company has complained of sex discrimination against him because women working on the second shift get twice as long a lunch break as men.

A collective bargaining agreement at the company provides for a 15 minute paid break for everyone between 8 and 8:15 p.m.

However, the state administrative code says women must get a half hour meal break reasonably near the regular meal periods.

There is no problem on th first shift because of a o hour unpaid lunch period a two 10-minute paid rest pe ods for all.

The industry, labor and h man relations commission sa Thursday that this was t first case of its kind becau compliance with labor stan ards rules appeared to requi a deviation from the collecti bargaining agreement.

The commission said th since the law was compli with, it could not be a matt for labor standards action, it directed that it be process as a discrimination case.

Sex Discrimination Decried

MOTHERHOOD AND FATHERHOOD are about the only endeavors that still have "decided sex characteristics," claims Dr. Kathryn Clarenbach, board chairman of the National Organization for Women (NOW).



DR. KATHRYN CLARENBACH

Dr. Clarenbach, a staff member of the University of Wisconsin at Madison, led a distaff protest delegation to the office of Elmer W. McLain, regional director of the U.S. Equal Employment Opportunity Commission, at 219 S. Dearborn.

Particularly irksome to NOW: "advertising of jobs in 'Help Wanted Male' and 'Help Wanted Female' categories." These advertisements discriminate against men as well as women, Dr. Clarenbach told McLain.

"There is no reason why a man should not be a steno and a woman a steeplejack if each is qualified for the post," she asserted.

You and the Law

By DENNIS CASSANO
(Of The State Journal Staff)

Once when a woman married she became a kind of legal non-person.

But times have changed since the days when a wife was regarded as a possession and expected to be abjectly subservient to her husband. And those old English common law doctrines regarding the rights of married men and women are slowly being hacked away by American state legislatures and courts.

The basic principles of the old common (unwritten) law were outlined by George R. Currie, then chief justice of the Wisconsin Supreme Court, in an April, 1967, decision in which the court gave women the right to sue people who injure their husbands.

Under the old doctrines "upon marriage," Currie said, "husband and wife became one, and he was that one. The personal property, money, and chattels of the wife became those of her husband. She was a legal nonentity."

Currie, now a professor at the University of Wisconsin Law School, quoted the Michigan Supreme Court as saying "This . . . is the soil in which the doctrine took root: the abject subservience of wife to husband, her legal non-existence, her degraded position as a combination vassal, chattel, and household drudge whose obedience might be enforced by personal chastisement."

Under that rule, the wife was the inferior party and could not sue another person for injuries to her husband because he was the superior party, Currie said. Since the husband owned everything and the wife owned nothing, the wife could not sue for the loss of something she did not own — namely her husband.

The Wisconsin decision gave women the right to sue for the loss of "consortium" of their husbands because of an injury someone caused.

"Consortium" is defined as encompassing love, companionship, affection, society, sexual relations, solace, and the performance of services. Until 1950 only husbands — not wives — could sue for its loss because all the states recognized the common law rule. That year the federal courts for Washington, D.C., erased the discrepancy and many state courts have followed suit, including Wisconsin's in a decision citing "both logic and the interest of justice" and changing concepts.

The Wisconsin Legislature had given married women control of their own property in 1850 — two years after Wisconsin became a state. In 1859 the Legislature said married women have the right to will their property to any beneficiary without their husbands' consent. Thirteen years later, the Wisconsin Supreme Court strengthened the right of married women to control their own wages, enter into contracts, and sue others under their own names.

What are your rights today as a man or woman contemplating marriage, or married, or formerly married?

The articles on this page discuss some of them. But since all laws are in a constant state of flux, what is true today may not be true tomorrow. The laws are discussed only in general terms and readers should not assume that they apply to their particular cases. For legal advice on specific questions, you should consult an attorney.



Marriage is a solemn step

When Two Are Wed

The Engagement Ring

The engagement ring belongs to the prospective bridegroom until the marriage takes place, according to what is thought to be the general rule in Wisconsin. In some other states, the ring becomes the property of the girl.

Although the Wisconsin Supreme Court has not made a ruling on this issue, the theory is that the man gives the girl the ring on the condition that she marries him, and that if she breaks her part of the bargain he may have the ring back.

An exception to this is that, if the ring is presented also as a birthday or Christmas gift, the man loses all rights to reclaim it.

Marriage Laws

In Wisconsin, men 21 years of age or older and women 18 years of age or older may marry without the consent of their parents. Boys over 18 and girls over 16 may marry with the consent of the parent having custody. Boys under 18 and girls under 16 may not marry.

Persons who are closer relatives than second cousins may not marry. Under the law, "A marriage may not be contracted if either party has such want of understanding as renders him incapable of assenting to marriage whether by reason of insanity, idiocy, or other causes."

If a person's previous marriage ended in divorce, he may not remarry for one year after the divorce. A divorced person who is under court order to make support payments to his children or previous spouse must have the court's permission to remarry, which usually means nothing more than proving that the support payments have been made and that the children are not likely to need welfare aid.

Persons applying for a marriage license must present a physician's certificate stating that they have undergone physical examinations and that they have no venereal disease.



During marriage special laws affect family

During Wedded Life

Husband Is Head of Household; Both Parents Have Responsibility

Assuming that the husband is the principal wage earner, he is the head of the household, is legally responsible for the family's support, and decides where the family will live.

The husband has the primary responsibility for support of the family, and the wife has secondary responsibility. If either parent deserts or willfully neglects to provide for the support or maintenance of his or her child "in destitute or necessitous circumstances;" or if the husband deserts the wife under the same circumstances, he or she is subject to a $500 fine and two years' imprisonment.

Any parent who intentionally neglects to provide "for the necessary and adequate support" of his child; or any husband who intentionally neglects to "provide for the necessary and adequate maintenance" of his wife is subject to three months in jail and a $100 fine.

THE HUSBAND IS OBLIGATED to provide food, clothing, shelter, medical care, and education for his family, as well as he can reasonably furnish them.

If these "necessaries" are not provided by the husband, the wife can purchase them on his credit, have him prosecuted for non-support, or sue him for support money.

If the husband is unable to support his family or himself because of a physical disability, the wife is obligated to provide that support.

Property

Property owned by a man and woman before they are married remains their separate property after the marriage, except that the wife has a one-third interest in the man's real estate. Neither has any control over the other's private property. Neither can be held responsible for paying the debts of the other which were incurred before the marriage.

If one party gives a gift to the other, the gift belongs to the recipient and he or she may do whatever he or she wants to do with it.

The husband cannot give his employer permission to give a portion of his wages to a creditor unless the wife consents, but the wife may assign her wages to others without her husband's consent. Exceptions to this general rule include salary deductions for charities, union dues, and insurance premiums.

WAGES EARNED by husband and wife are their private property, except for their obligation to support the family. The husband is responsible for the necessary personal debts of the wife, but she is not responsible for his.

When the husband turns his paycheck over to his wife, who may be acting as the "business manager" for the family, everything left over after the family expenses are paid still belongs to the husband, unless he gives it to the wife as a gift.

If the wife is given a periodic household "allowance" out of which she pays the bills, whatever is left over belongs to the husband. The Wisconsin Supreme Court recently ruled in a case where the wife salted away $5,000 in 12 years by saving leftovers from her household allowance that the money still belonged to her husband.

The husband may not sell the homestead without the wife's consent, even though she is not a part owner of the home. If the home is under the name of the wife only, she may sell the property without her husband's consent.

The husband may not validly mortgage the homestead or household furniture without the written consent of his wife, even if she is not listed as co-owner of the property. The wife may mortgage the homestead only if she is the sole owner.

This and other similar laws are designed to protect the wife and family from loss of support.

For instance, when the husband dies, the wife is entitled to one-third of the value of any real estate he owned during his lifetime, except for the homestead. (The possession of the entire homestead automatically goes to the wife when her husband dies.) This is her "dower" interest.

IF A MAN owns a piece of property and then sells it, when he dies the wife can collect one-third of the value of the property from the buyer. The only protection the buyer has against this is to be sure that the wife gives her written consent to the sale, which waives her dower interest.

Regardless of what the husband says in his will, the wife is entitled to one-third of all the real property he ever owned during their marriage, except for property which was sold with her permission. The husband, on the other hand, is entitled only to one-third of the property his wife owned at the time of her death — not one third of all the property she ever owned.

When the property is owned by both the husband and wife, the wife also has the one-third dower interest in the husband's half of the property. This protection was given to the wife in ancient English common law, and is part of the Magna Carta signed in 1215. One writer described this protection as "security to the wife against foolish acts of the husband."

UNLESS IT CAN BE PROVED that the wife contributed to the purchase of major household items like furniture or an automobile, or unless her name is on the title to ownership of that property, the husband is considered the sole owner.

The wife may open her own banking accounts, enter into contracts, and work or open her own business without the consent of the husband. In separate enterprises, however, the husband is not liable for debts incurred by the wife. If the wife works for her husband, he does not have to pay her a salary unless they have made a contract requiring him to pay for her services.

Miscellaneous

Contracts signed by minors who are married are not enforceable, except for the purchase of necessities. The Wisconsin Supreme Court recently ruled that a 20-year-old father could void a contract he made to purchase a car because he was still a minor.

Justice Horace Wilkie, who wrote the court's decision, said the rule allowing minors to void contracts they've signed was designed for their protection. "It was thought that the minor was immature in both mind and experience and that he should be protected from his own bad judgments as well as from adults who would take advantage of him."

To remove that protection from minors when they marry, Wilkie said, "would be to suggest that the married minor is somehow vested with more wisdom and maturity than his single counterpart. However, logic would not seem to dictate this result especially when today a youthful marriage is oftentimes indicative of a lack of wisdom and maturity."

When a couple's child wants to obtain a driver license, only the father may sign the applicati unless the mother has sole custody of the child. the marriage is intact, both parents have equal r sponsibility for raising and disciplining the ch dren.

If Death or Divorce Intervene

Death

When the husband dies, the widow immediately acquires his personal effects, $2,400, plus a monthly allowance before anything else is taken from the estate. The judge decides what allowance is necessary for the widow and family to live on, and it continues until the estate is settled.

If the wife dies first, the husband does not receive any of these initial benefits.

When either spouse dies and there is no will and no children, the surviving spouse inherits the entire estate.

When either spouse dies and there is no will but there are children, the surviving spouse inherits:

ONE. The first $10,000 of personal property, or if there is one child one-half of the personal property, or if there is more than one child one-third of the personal property, whichever is greater.

TWO. Homestead rights — the house and property for the rest of his or her life or until remarriage. Upon death or remarriage, the children inherit the home.

THREE. One-third of all real property besides the homestead. The remaining two-thirds goes to the children.

If the homestead and other real property are owned by both the husband and wife, however, that entire property automatically goes to the survivor and Rules 2 and 3 do not apply.

If the husband dies and leaves a will, the widow can take her choice between the provisions of the will and the benefits she receives under the law, but not both. The will could include everything she would get under the law plus more. Because she has this choice, the husband cannot will the homestead or other property away from her.

If the wife dies and leaves a will, the husband receives only what she leaves him in the will — he cannot choose to take what he would have gotten under the law if there were no will. The wife could, therefore, will everything to other persons and disinherit her husband of all her property, including the home if it is under her name alone.

This is a very general statement of probate procedures, many of which may be changed in Probate Code revisions now being made in the Legislature. There are many exceptions to these general rules.

Divorce

Grounds for divorce or legal separation are: adultery, sentence to a prison term for three years or more, desertion, cruel and inhuman treatment, habitual drunkenness for one year, voluntary separation for five years, legal separation for five years, or refusal by the husband to provide for the wife.

The grounds for legal separation and divorce are identical, and the property can be divided and alimony and support payments can be ordered under either procedure. The only difference between the two is that a divorce dissolves the marriage ties while the legal separation does not. Couples choose the legal separation procedure because of conscientious objection to divorce.

While the divorce action is pending, temporary support payments may be ordered for the wife and children according to need.

WHEN THE DIVORCE is granted, the judge decides how the estate should be divided, and whether there should be support and alimony payments for the wife and children.

In dividing the estate, the judge usually considers the age of the parties, their earning capacities, the size of the wife's separate estate, whether there was gross misconduct by either of the parties, the physical condition of each, and the length of the marriage.

The divisible estate includes all the property of the husband, including whatever he owned before the marriage, and all property accumulated by both parties during the marriage. It does not include the property owned by the wife before the marriage or any property she acquired individually, such as an inheritance.

IN GENERAL, the division of the estate would give the wife one-third of the property or more, depending on how much she has contributed to the size of the estate. She could receive less than one-third.

Custody of young children is usually awarded to the wife, unless the judge finds that she is an unfit mother. Custody of older children is awarded according to their best interest. If custody of the children is awarded to the father or to a public agency, the wife may be required to contribute to their support.

If a marriage is annulled because of some act of the husband, the court may award alimony to the wife in certain cases. The court also decides who owned what property before the annulled marriage and orders that the property be returned to the respective owners.