"Dialogues with West Coast Women Writers" Starts October 8

Maxine Hong Kingston, author of *The Woman Warrior* and *China Men*, and Professor Arturo Islas from the Stanford English Department will open the CROW Fall Lecture Series on October 8. As in past series, lectures will take place on Wednesday noon in Terman Auditorium, with the exception of the first program which will be held in the evening at Kresge Auditorium. (See Calendar, page 4 for complete list.)

Unlike past series, the format for these events will be that of a dialogue between a prominent West Coast writer and a Stanford-affiliated humanist. Writers will be asked to address questions concerning the relationship of their writing to the region in which they live and to the women's movement, as well as specific questions pertaining to their works.

Other participants in the series are: Janet Lewis, poet and short story writer (*The Wife of Martin Guerre*), and Brigitte Carnochan, Ph.D. candidate in English at Berkeley; Joyce Carol Thomas, poet and playwright (*Bittersweet and Blessings*), and Diane Middlebrook, Associate Professor of English; Susan Griffin, poet and author of *Woman and Nature* and Nan Keohane, Associate Professor of Political Science; Tillie Olsen, author of *Tell Me a Riddle* and *Silences* and Marilyn Yalom, Associate Director of CROW and lecturer in Modern Thought and Literature, Jessamyn West, novelist, poet, and autobiographer (*Friendly Persuasion* and *The Woman Said Yes*), and Jennifer Chapman, Stanford undergraduate and CROW intern; Judy Grahn, feminist poet (*A Woman is Talking to Death and Edward the Dyke*), and John Felstiner, Associate Professor of English; and Ursula LeGuin, science fiction writer (*The Left Hand of Darkness* and *Lathe of Heaven*) and Anne Mellor, Professor of English.

Each writer has been matched with an interviewer who has a special interest in her work. Brigitte Carnochan, for example, played a major role in the public program that celebrated Janet Lewis' eightieth birthday last spring; Nan Keohane is including Susan Griffin's work in her new course on "Feminist Theory," and Anne Mellor has been making a study of feminist utopias and science fiction.

(Cont'd. on page 5)

Three Policy Board Members Win Honors at Commencement

Three CROW Policy Board members received awards at the June, 1980 commencement exercises: Leah Kaplan, Carolyn Lougee and Eleanor Maccoby. Kaplan and Lougee received Lloyd W. Dinkelspiel awards for outstanding contributions to undergraduate education and Maccoby received a Walter J. Gores award for excellence in teaching.

The first staff member ever to be honored as a Dinkelspiel recipient, Kaplan is currently a psychiatric social worker at Cowell Student Health Center and a member of the Ombudsman's staff. From 1974 to 1979 she was assistant Dean for women students. Kaplan's unique contributions on behalf of women students were lauded; she was cited for leadership "against such stubborn and elusive evils as rape and sexual harassment" and for "teaching us all that it is possible to champion underdogs of all ages and both sexes."

(Cont'd. on page 2)
After four years as editor of the CROW Newsletter, ANN WRIGHT has resigned. Under her direction, the Newsletter grew and flourished. All of us at CROW are grateful for her generous service.

Beginning with this issue, MOLLIE SCHWARTZ ROSENHAN becomes editor of the Newsletter. An Affiliated Scholar since 1979, Rosenhan is an historian whose research is on Soviet women.

Affiliated Scholar MARGERY WOLF has left for China where she will spend a year studying the changes in women's lives under socialism. Wolf's research is sponsored jointly by the National Academy of Sciences and the Chinese Academy of Social Sciences. After three months in Peking, she will spend a month in each of five or six widely scattered rural areas.

MARGARET WEEKS is the new Managing Editor of Signs, housed at Serra House. Weeks, a graduate of Duke University, is the former editor of the book section of Books and Arts.

Corporations Contribute

CROW has received several new gifts from corporations: Transamerica and Tandem have each contributed $1,000 in support of CROW programs and Ampex has made a gift of $500. In addition, Chevron, U.S.A. has undertaken to reproduce the new CROW Reports Series.

Organizations interested in becoming Corporate Associates of the Center should contact Estela Estrada at 497-1994.

OPEN HOUSE
AT CROW FOR UNDERGRADUATES

Friday
October 3
12-2

Students Interested in Crow Activities should call CROW or Karen Harbeck 321-1166 or Laura Seitel 322-8695

(Honors cont'd. from page 1)

Carolyn Lougee, Associate Professor of History, headed a CROW committee to examine the gender assumptions in the teaching of western culture, which resulted in the "Women in Western Culture" lecture series. She was recognized for her "indispensable role" in enacting the new undergraduate curriculum. Lougee's special contributions to ending sexist education were praised. She was commended for her "commitment to clarity, sympathy and objectivity in creating new history courses and reshaping old ones to give women at long last their due."

Eleanor Maccoby, who holds the Barbara Kimball Browning Professorship in Psychology, is the author of two well-known books on sex differences. She has been consistently involved with and supportive of CROW since its inception. Her "tireless and inventive sponsorship of new directions in education," her "creative attention to the needs of minority students," as well as "the equality and range of her teaching" were praised.
Seed Grant Sprouts

A seed grant from CROW in 1978 facilitated the initiation of the Work, Women and Mental Health Research Project undertaken by Laraine T. Zappert, CROW Research Associate, and Harvey M. Weinstein, M.D., Cowell Student Health Service. A more recent grant from the Boise Cascade Corporation allowed the project to continue. Weinstein and Zappert recently reported the findings at the 1980 meeting of the American Psychological Association in Montreal and Zappert also at a NATO conference on stress in Portugal.

Zappert's interest in women in the business world is continued in the "Barriers to Women in Management" study funded by the Donner Foundation.

Same Work, Same Pay, Same Stress???

By Laraine Zappert

Our research focuses on two major sources of stress for working women; the first related to work pressures stemming from inequalities in pay, status and opportunity, role ambiguity and interpersonal conflict, and the second related to the strains of integrating several, often conflicting roles.

A sample of recent MBA graduates, 50 men and 73 women, was compared along several dimensions: demographic characteristics, perceptions of job tension, coping styles, work and home life integration, and physical and psychological symptomatology. Although the men and women showed no differences in their educational background or occupational experience, the men in the sample reported significantly higher earnings than women and held higher level managerial positions. Men also aspired to higher income levels than did the women.

In addition, men and women differ in their perceptions of job tension. Women more often report finding their work boring and feeling bound by inflexible work schedules and unable to control the work flow to their satisfaction. The women more frequently report that they are uncomfortable giving and receiving criticism.

In the area of work-home life integration, female MBAs with families say they assume major responsibilities for household and childcare tasks. The women report worrying about household responsibilities while at work. They indicate that work plays an important role in their decisions about childbearing.

Significant differences also exist between males and females with respect to mental and physical well-being. As compared to the male sample, female MBAs more often describe feeling depressed, having nightmares, feeling overwhelmed, tearful, and that life is too much for them. Physically, they suffer more stomach distress, being bothered by a variety of non-specific ailments and indicate that poor health sometimes reduces the amount of work they do. Significantly more women than men have seen a mental health professional in the past three years, while more men than women use alcohol daily.

The findings of this study indicate that differences which may be attributed to gender do exist in the levels of responsibility and income that similarly trained men and women achieve early in their careers. The results suggest that these differences, combined with different attitudes towards home responsibilities, affect the ways that men and women perceive and respond to the stresses of their work and the types of psychological and somatic symptomatology which they manifest.

Donner Foundation Supports Research

A $50,000 research grant to study "Barriers to Women in Management" has been awarded to CROW from the William H. Donner Foundation for a two year period. Myra H. Strober, Director of CROW and a labor economist, is the Principal Investigator; Laraine T. Zappert, psychologist and CROW Research Associate, is the Project Director. Wenda Brewster, doctoral candidate at the Stanford School of Education and CROW Assistant, will also be working on the project.

The researchers will investigate some of the barriers which impede the initial entry of women into management as well as those which inhibit their advancement beyond lower and middle management positions.

(Cont'd. on page 5)
Reflections on the Copenhagen Conference

Several women involved in CROW activities attended the World Conference for Women held in Copenhagen last July. However, their views of the Conference were dissimilar. Rina Rosenberg, the Director of the Santa Clara Commission on the Status of Women, and Margo Davis, Assistant Director of CROW share their disparate perceptions and impressions with us.

By Rina Rosenberg

The mid-decade World Conference of the United Nations Decade for Women was meant to be a time for retrenching, retooling, and mapping out strategies to deal with the continuing discrimination against women by men throughout the world. Cecilia Burciaga, Stanford Assistant Provost, Dr. Bella Mody, Assistant Professor of Communication, Nilufer Cagatay and Pauline Riak, graduate students, and I went to Copenhagen under the auspices of the United Nations Association of San Francisco to talk about the special problems of women refugees and migrants.

Our workshop discussed the loneliness, isolation and language barriers which Indo-Chinese, Mexican and Muslim women face in their adopted countries. The audience seemed to be listening with rapt attention, yet when I opened the discussion, there was no reaction to our comments. Instead, spokespeople from special interest groups made rather emotional speeches about their very particular political concerns.

Our workshop was an example of the non-communication that I observed almost everywhere at the Conference. Often I was disturbed by a high level of hostility and frequent recourse to extreme rhetoric. There was continued discussion about "the general struggle" to overthrow imperialism, colonialism, capitalism and other isms. One was aware of strain and hostility between Third World women and feminists from the Western world. This was particularly evident when several Western feminists criticized the traumatic and pervasive custom of female circumcision and were warned by their African sisters not to "crusade" and that their interference was "ill-timed." Discussion on the restrictions of dress in the Middle East where women still cannot vote was met with a similar reception. The Iranian women distributed posters of a faceless woman in a black chador holding a gun with a red flower in it. The idea that the chador could serve as a symbol of solidarity and freedom at a woman's conference was quite mind-boggling. I was distressed and fascinated to find a ten-foot picture of the Ayatollah Khomeini as part of the decor.

The extent to which delegations were instructed and manipulated by men was disturbing. I observed that PLO women were always accompanied by a cigar-smoking man who served not only as their mentor, but also as their instructor. The official U.S. delegation was clearly and happily feminist but working under constraint. Our own Sarah Weddington could not respond to my plea to show some sympathy and understanding for a group of Latina sisters whom Cecilia and I had seen physically mistreated by the Danish police as they pro-

(Cont'd. on page 5)

By Margo Davis

Perhaps the most positive reward for me in Copenhagen was the opportunity to communicate directly and intensely with African sisters about feminist issues in their countries and my own.

Having just returned from three months in Africa (Nigeria and Kenya), I attended many of the sessions concerning women's issues in Africa—rural development, education, malnutrition, income-generating and female circumcision inter alia. Some Western feminists do not understand African women and other women from developing countries, because they continually project from their own Western experience without understanding the issues in the context of the country of origin.

For example, the issue of female circumcision in African and Asian societies is part of the total culture, differing enormously from region to region. African women are all too aware of the need to eradicate this practice, but they also understand their own cultures well enough to know how this is best accomplished. It is not best accomplished by "crusading" Westerners but by the African women themselves, working at the rural level. They must re-educate the older generation who still view the custom as a necessary ritual in "coming of age." Furthermore, our African sisters resent the preoccupation with the issue of female circumcision and the neglect of other pressing issues that affect the survival of women on a day to day basis: scarcity of water and firewood, the prevention of malaria and other diseases and malnutrition.
Development Seminars for Feminist Studies to Begin

A series of interdisciplinary seminars for Stanford faculty members, graduate students and other Women's Studies scholars from the Bay Area will begin this fall and continue through Winter Quarter. Participants will read and discuss "important feminist texts," according to the coordinators of the seminars: Professors Estelle Freedman, Nannerl Keohane, Diane Middlebrook, Michelle Rosaldo, and graduate students Sue Lynn and Sorca O'Connor.

"The goal of the seminars will be to foster inter- and cross-disciplinary exchange among Stanford faculty, Stanford graduate students and local feminist writers and teachers." The coordinators anticipate that the seminars "will have significant impact on feminist research and teaching" and may lead to the development of "one or more courses" for a program in Feminist Studies at Stanford.

At present, Stanford does not have a degree-granting program in Feminist Studies, though a few students have created individually designed majors in Women's Studies and de facto double majors on the basis of the large number of courses on women that are listed in the Stanford Catalogue. The creation of several core courses for a Feminist Studies program was one of the recommendations of last year's CROW-sponsored Task Force on the Study of Women at Stanford.

Readings for the feminist seminars include selections from Mary Daly, Gyn/Ecology; Simone de Beauvoir, The Second Sex; Rosaldo and Lamphere, Woman, Culture and Society; Adrienne Rich, On Lies, Secrets and Silences; Monique Wittig, Les Guerilleres; Virginia Woolf, A Room of One's Own; Myra Dinerstein, The Mermaid and the Minotaur; Juliet Mitchell, Psychoanalysis and Feminism; Maxine Hong Kingston, The Woman Warrior; and Toni Morrison, Sula.

Copenhagen cont'd. from page 3

tested the military coup in Bolivia that had overthrown a democratically elected female president. Ms. Weddington was not permitted to share her sympathy with these women until she had cleared it with the State Department. Important issues which affect women were barely touched: malnutrition, illiteracy, involvement in political life. But all my reactions were not negative.

Just as Mexico City was the conference of consciousness raising, so Copenhagen was the conference of networking. Academics involved in Women Studies shared resources, research findings and expertise. Physicians and other health professionals promised to keep each other informed about drugs prohibited in the U.S. but allegedly dumped by pharmaceutical companies in Third World countries. Women exchanged information about successful agricultural projects and discussed ways to implement family planning. They pondered increased female involvement in economic development and shared common problems such as finding childcare for their children while they travel.

Apart from the networking, the most meaningful result of the Conference was the signing of the Convention on the Elimination of All Forms of Discrimination Against Women.

It is a document of accepted principles and measures to assure equal rights for women everywhere. Sarah Weddington signed this document on behalf of the USA. She said women were not present when the Declaration of Independence was signed, but "we are signing this Convention as the founding mothers of a new society." When the Senate ratifies the Convention we will have a concrete legally-binding document to achieve equal rights for women. It is quite likely that in years to come July 17, 1980 may yet go down in history as one of the most significant days in the history of womenkind!

Seminar Attracts Corporate Participants

A CROW seminar for members of personnel and management held last June focused on problems of affirmative action and stress on women in the workplace. Speakers included Myra Strober, Director of CROW, speaking on "Men and Women MBA's, Four Years After Graduation;" Bob LoPresto, Director of Personnel at Levi Strauss, on "Affirmative Action in the Corporate World;" Laraine Zappert, Cowell Clinical Psychologist and CROW Research Associate, on "Problems of Stress for Women Managers;" and Joanne Martin from the Graduate School of Business, on "The Effects of Opportunity on Aspirations."

The seminar was attended by representatives of different Bay Area corporations including Sears Roebuck, Ampex, Siltex, Raychem, Wells Fargo, Pacific Telephone and Telegraph, IBM, Dynapal, Transamerica, Syntex, Levi Strauss, Rolm, Saga and Pacific Gas and Electric.

This event was offered as a part of the CROW Corporate Associates Program, the aim of which is to promote an exchange of ideas and resources between the Center and the business world.

Donner Grant cont'd. from page 4

The study will analyze the factors in women's work and home situations which act to limit their careers in terms of salary, job level and career advancement opportunities. Moreover, those specific factors which typically differentiate men's and women's work and non-work roles will be examined to determine their relative impact in career development.

Three types of workshops and seminars are projected as a result of the study. The first will be developed for students still in the career planning stage, especially students in business schools. The second will be geared to individuals already employed in corporations or non-profit organizations. Through these seminars and workshops, individuals will be alerted to the barriers for women in management and provided with information on successful coping strategies. The third type of seminar will be designed for executives already responsible for organizational development and personnel planning and will focus on strategies to increase the ranks of women managers.

Lecture Series cont'd. from page 1

Funded by grants from the California Council for the Humanities and the California Arts Council, the series will provide the basis for a documentary publication to be edited by Marilyn Yalom. Margo Davis, CROW Assistant Director and photographer, will do photographic portraits of each writer on the program.
CALENDAR

WEDNESDAY NOON LECTURE SERIES

DIALOGUES WITH WEST COAST WOMEN WRITERS

LOCATION: Terman Auditorium (Room 153)

OCTOBER

8* FIRST LECTURE OF SERIES to be held in KRESGE AUD. from 8-10 pm. Maxine Hong Kingston, author; Arturo Islas, interviewer.

15 Janet Lewis, author; Brigitte Carnochan, interviewer.

22 Joyce Carol Thomas, author; Diane Middlebrook, interviewer.

29 Susan Griffin, author; Nan Keohane, interviewer.

NOVEMBER

5 Tillie Olsen, author; Marilyn Yalom, interviewer.

6* Ursula LeGuin, author; Anne Mellor, interviewer.

12 Jessamyn West, author; Jennifer Chapman, interviewer.

19 Judy Grahn, author; John Felstiner, interviewer.

*SPECIAL LECTURE

November 10, 4:15 pm. Location: Meyer Forum Room.

Ms. Sheila G. Rothwell, Lecturer in Management and Industrial Relations, Centre for Employment Policy Studies, Henley-on-Thames, England, will speak on “The Changing Position of Women in Britain.”

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MAXINE HONG KINGSTON, author of *The Woman Warrior* and *China Men* will open the CROW Fall Lecture Series, “Dialogues with West Coast Women Writers” (see story on page 1), on October 8.