



Emily Anne Staples Tuttle papers.

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WEAL

MAKES the Newspapers

AN HONEST FIGHT
FOR AN
HONEST PRINCIPLE

Volume 30, Number 48

Augsburg Cuts Back Black Female Head of FAME Program

A formal complaint of sex discrimination against Augsburg College was filed last week with HEW on behalf of the women who were dismissed by the college.

One of the group is a Black woman, Vivian Nelson, who was allowed to remain as head of the FAME program (Funds for Assistance for Minority Education) on a part-time basis only.

Mrs. Nelson, who has been with Augsburg college for two years was told her salary would be cut in half, but a "Triple T" scholarship to continue her education at the University of Minnesota graduate school could make up the difference.

A Black Augsburg student representative, who sat on the committee which picked Mrs. Nelson to head FAME, is Cortez VanFelder. He said in an interview Sunday, "Mrs. Nelson is the kind of person who can hold her own with anyone — male or female — at anytime or anyplace." After she gave her presentation to the committee two years ago, it was unanimously decided that "Augsburg would be fortunate if she would agree to head the program," he added.

VanFelder emphasized that she not only has helped Blacks, but also the handicapped, Indians and poor whites. From the very start, he went on, she was given only part-time staff needed for fund-raising, programming or secretarial work. She was not allowed the power she should have had, he continued. "Sometimes money earmarked for FAME was channeled into the regular college budget, and an accounting of these monies was refused."

"If we lose her, it would hurt us all," was VanFelder's opinion. "She has acted as our proxy with the administration in securing our promised scholarship funds."

Since her arrival, Mrs. Nelson has set up a tutorial program, gave up many of her evenings to take charge of social functions, raised funds for FAME and has made herself and her home available at all times to those who needed counseling, VanFelder said. He felt that her leaving would cause much insecurity among the students. "At the seat of all this," he concluded, "is a bit of racism."

Although there are about 54 Black students on the campus, Mrs. Nelson is the only full-time Black employed at the school. There are no other Blacks on the faculty, in the administration or in maintenance and service departments.

Her comment about the cutback was, "They don't know the difference between commitment and tokenism."

In the complaint addressed to Elliott L. Richardson, National Secretary of Health, Education

and Welfare, by WEAL (Women's Equity Action League), Chairman Ellen Dresselhuus asserted that "sex discrimination exists at every level of the college. There is discrimination in the hiring, promotion, salary and dismissal policies, as well as in the establishment of teaching loads and job descriptions. Discrimination is practiced against women staff, faculty and students. The dismissals made for

(Continued on Page 2)

Augsburg Cuts . . .

(Continued from Page 1)
budgetary expedience affected only women and no men in similar positions."

WEAL requested that Federal government funds be withheld from the college until this discrimination is ended and an affirmative action plan to eliminate sex discrimination is instituted at the college.

In commenting about Mrs. Nelson's cutback, Mrs. Dresselhuus said, "Mrs. Nelson was overseeing everything for minority students at Augsburg — an almost impossible task to do alone. To cut her to half-time is a real slap in the face for both the program and Vivian Nelson. Fortunately, several organizations including Project Equality and the American Association of Professors are planning to put on the pressure to back these women," she said.

A former director of Urban Programs at Augsburg, who left the college last year, is Bill Youngdahl. He said that FAME is the kind of program that should be expanded — not cut back. "I would agree with those who say that a team of non-white adults should be hired for students to

relate to Augsburg's faculty should reflect an urbanity needed at the college."

"It's true that Augsburg is tormented with fiscal problems," he went on. "How to solve them, is something I can't say. However, I believe the administration and the Board of Regents should re-determine the school's priorities. Maybe some of the traditional programs at the school should be dropped." Youngdahl stated.

"After Martin Luther King was shot, money came pouring in for scholarships, but this generosity has not continued. What we need has not continued. What we need is a steady flow of money to insure the continuance of scholarship programs," he said.

AUGSBURG COLLEGE

Sex bias charged

A complaint charging sex discrimination at Augsburg College has been filed with the federal government.

Ellen Dresselhuus, an attorney and Minnesota chairman of the Women's Equity Action League (WEAL), said she filed the complaint in a letter to Elliott L. Richardson, secretary of the federal Health, Education and Welfare Department.

In her complaint, she charged that sex discrimination exists at all levels of the college and that women are discriminated against "in the hiring, promotion, salary, dismissal policies and teaching loads."

The complaint grew out of a recent action taken by the college administration to cut the budget, the complaint said. Miss Dresselhuus said that about 10 women faculty members at the college were either fired or cut back, while no men were affected.

"The women's situation at Augsburg is at a crisis point," Miss Dresselhuus said. "Such blatantly illegal discrimination against women can no longer be tolerated or ignored."

Her organization, WEAL, is a national

St. Paul Pioneer Press
Wed., Apr. 14, '71 13

Augsburg Sex Bias Charged

A formal complaint of sex discrimination against Augsburg College, Minneapolis, was filed with the Secretary of Health Education and Welfare Monday by the Women's Equity Action League (WEAL) in Minnesota.

The complaint, charging discrimination in hiring, promotion, salary and dismissal policies, in teaching loads and job descriptions, ask that federal funds be withheld from Augsburg until the alleged discrimination is ended and an "affirmative action" plan to eliminate its recurrence is established.

Dr. Oscar A. Anderson, college president, said in a prepared statement Tuesday the college does not knowingly discriminate against anyone for reasons of religion, color, race or sex.

The complaint followed an announcement by faculty women at Augsburg three weeks ago that eight of them had been told they would be reduced from full to part-time status, or from part-time to nothing, as an economy measure.

Announcing the filing of the complaint at a news conference Tuesday, Ellen Dresselhuus, a Minneapolis attorney who is chairwoman of WEAL, said the reductions "for budgetary reason only" affected women only, while other factors were present in the dismissals of men faculty members for the coming year.

She said attempts to discuss the dismissals with Dr. Anderson, were felt to be unsatisfactory.

The recent cuts, Miss Dresselhuus added, are only "part of a long-standing pattern of preferential treatment of men at the college."

A five-member committee the college has appointed to investigate the possibility of discrimination in hiring "bypasses the facts" because it has been told not to consider the recent firings or "anything which has gone on up to the present," said Miss Dresselhuus.

group begun three years ago by a group of women lawyers, educators and psychologists in Ohio. She said this is the first such complaint filed by the group in Minnesota.

The complaint, she said, was filed under provisions of an executive order made in 1965 by President Johnson, and amended in 1967. The order prohibits sex discrimination by contractors or subcontractors receiving federal funds.

She said that if the federal government agrees that discrimination is practiced at Augsburg, all federal funding to the college, including scholarships and construction money, could be cut off until the situation is corrected.

The plan specifies that the

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Minneapolis Tribune

Wed., April 14, 1971

Women's group charges Augsburg with sex bias

A group of women at Augsburg College, Minneapolis, charged Tuesday that there is "a general pattern of severe and unlawful discrimination against women" at the college.

The charge was made in a complaint filed with the U.S. Department of Health, Education and Welfare by the Women's Equity Action League (WEAL) in Minnesota.

Ellen Dresselhuus, Minnesota WEAL chairwoman, said the college is guilty of sex discrimination in hiring, promotion, salary and dismissal policies and in the establishment of teaching loads and job descriptions. She said that discrimination is practiced against the college's women staff, faculty and students.

In its complaint, WEAL asked that federal funds be withheld from the college until discrimination is ended and an affirmative action plan is instituted.

Oscar Anderson, Augsburg president, said that WEAL's allegations are "based on lack of accurate information and completely distorted the facts."

"Augsburg is willing to entertain any scrutiny by any federal agency regarding our policies and practices," he said. "We are certain the truth will indicate that women play a more significant role at Augsburg than at most comparable institutions."

Miss Dresselhuus said that the sex-discrimination complaint was precipitated because eight women faculty members were either dismissed or reduced to part-time status "for budgetary reasons only." She said that no men were affected by the budgetary reductions. A spokesman for the college administration claimed that some men were affected by the reductions.

The Minnesota Daily - April 30, 1971

Women's group presents plan to end sex biases at Augsburg

By DELORES LUTZ

The Minnesota chapter of the Women's Equity Action League (WEAL) yesterday presented an affirmative action plan to end sex discrimination at Augsburg College.

The plan, similar to one approved earlier this month by the Council for University Women's Progress, is a follow-up to the complaint WEAL filed on behalf of Augsburg women April 12 with the Department of Health, Education and Welfare (HEW).

"An administration which does not knowingly discriminate on the basis of sex will surely welcome these suggestions," WEAL chairwoman Ellen Dresselhuus said at a news conference yesterday.

"Our plan will also insure that the college does not unknowingly discriminate on the basis of sex," she added.

The plan specifies that the

Augsburg Board of Regents establish a permanent Commission on Women by September. The commission would include women faculty, staff and students and be responsible for assuring that the college complies with federal contract regulations forbidding discrimination.

The plan also requires the Commission on Women to conduct a comparison study of faculty salaries and terminate any inequities discovered.

All vacant positions at the college must be advertised on the open market, the plan stipulates, and women applicants must be considered on the basis of their qualifications.

"The number of those in administrative positions (vice president, president, Board of Regents) shall reflect the percentage of men and women in staff and faculty positions," the plan says.

Women must be given "priority consideration" for promotion until the sex ratio among faculty and staff is equitable, the plan specifies.

In addition to requiring policies regarding maternity leave, the composition of advisory committees and establishment of grievance procedures, the plan also sets requirements for fair treatment of women students.

Augsburg must publish criteria for admission and dismissal, at-

tempt to recruit more women students into departments in which they are scarce, grant equal support and opportunity to women students and assure that housing facilities for women be comparable to those for men, according to the plan.

Investigation of the development of child care facilities and provision of maternity coverage in insurance policies are listed among the priorities of the Commission on Women.

Augsburg women want the affirmative action plan acted upon before the academic year ends May 21, Dresselhuus said.

WEAL has written Minnesota congressmen requesting their help in persuading HEW to act immediately on the complaint through an investigation and possible suspension of the college's federal contracts until the plan is instituted, Dresselhuus said.

A typical response by Augsburg men to the complaint was, "We are no worse than any other Lutheran college around the country," she said.

Although WEAL has no data on the status of women at other Lutheran schools, Dresselhuus said the organization has "hints of problems" at similar institutions.

"Between the teachings of Paul and the doctrines of Martin Luther, women somehow got lost in the shuffle," she said.

BRIEF HISTORY OF WOMEN'S EQUITY ACTION LEAGUE
MINNESOTA CHAPTER

The Women's Equity Action League was founded in 1968 in Cleveland, Ohio, by a group of women lawyers, psychologists and educators concerned with the need to achieve equal opportunity for women. The philosophy of the founders of our national organization was that, though demonstrations and picketing may have their place, the real and effective instrument for change within our society lay in utilizing the political system; the courts, the legislature and the appropriate administrative remedies. Our national founders further asserted that, if women could achieve equality in education and employment, justice and equity in other areas of our society and culture would be more readily attainable. On these premises the Women's Equity Action League was founded as a relatively conservative organization with a very militant and determined desire to achieve some very definite goals.

Following the success of our national organization in achieving "desexigation" of want ads in many places and in bringing to public attention the extent of sex discrimination in many colleges and universities, the organization began to form state chapters. In November 1970, Dr. Elizabeth Bover, one of the founders of the Women's Equity Action League was in the Twin Cities and named Ellen Dresselhuus convener for the Minnesota Chapter.

The Minnesota Chapter is expected to be convened by fall of 1971. Its membership consists of women in academic pursuits, psychologists, lawyers, women in industry and students. Its members bring to Minnesota WEAL a broad interest and concern for many aspects of the movement for equal rights. Minnesota WEAL is always seeking new members and does not discriminate on the basis of sex.

Though Minnesota WEAL has been active only a short time, they have made a significant impact by their recent filing of a complaint of sex discrimination against Augsburg College. Due substantially to the strong pressure that was placed on the Department of Health, Education and Welfare by WEAL and by our United States Representatives and Senators, Augsburg College is scheduled for a compliance review in 1972. Our complaint against Augsburg College is one of over 300 such complaints which have been filed against colleges and universities throughout the country by our national organization and other state chapters.

Minnesota WEAL is establishing a task force to make a complete, analytical study of the Minnesota statutes in order to propose legislation which would correct sex inequities wherever they exist in our state law. This is a massive and important undertaking. The project will require the talents of every member of our organization, as well as the cooperation of all other organizations concerned with equality for women. We hope to be prepared by 1973 to present a full package of legislation to correct inequities in the law which favor either women or men, as well as to provide factual documentation and support for the need to correct these inequities.

The members of Minnesota WEAL have other areas of concern for which task forces and committees are soon to be formed. Our orientation is towards realistic and achievable aims and we intend to pursue our goals through incisive and determined action. We are enthusiastic about our possibilities for success and we look forward to playing a significant part in bringing about a society in which each person may find fulfillment according to her and his own aspirations and abilities.

Ellen Dresselhuis
Attorney At Law
8124-18TH AVE. SO.
MINNEAPOLIS, MINN. 55417

September 17, 1971

Dear 

Enclosed are the By-laws as I have tentatively drafted them following our meetings. The wording is not sacred, except insofar as my literary pride may interfere, and you should feel free to call me about anything you see which does not seem to jive with your recollection of our decisions at our meetings.

I have made some judgment in matters where my recollection was foggy and some other judgments in areas where I felt there was good reason to do so. I might point out some thoughts on specific provisions.

Under Article III, Section 3 - Dues, I have set no particular amount but have left the matter flexible and very general as you can see. Section 4 providing for mitigation of dues to help our indigent members is also very broadly stated and does not set a specific mechanism for the financial assistance to be given. I have also left the possibility of reducing dues in the last half of the fiscal year as a discretionary matter.

In Article IV, Section 1 - Officers, paragraph c, you will note that I suggested that the assistant secretary may be appointed by the Secretary and have provided that this appointment be with the consent of the President. In Section 2 of that Article I have tried to provide a general form for additional nominations along the lines of the proposed regulations from National instead of adopting the Washington Chapter's policy of accepting nominations from the floor. It was my feeling, and I thought that the group had also agreed, that nominations from the floor might be acceptable for a chapter, such as Washington, but not for a state division such as we are. I further, in Section 3, made a decision that vacancies should be filled until the end of a term of office as opposed to filling them until a special election can be held. It would seem that we have enough to do without getting into special election and that we could easily get by with an appointment in any office which might be vacated until the end of the term.

Page Two

In Article V, Section 2, I made the President and the Vice President automatically members of the Executive Committee. Primarily, I did this because it seemed logical.

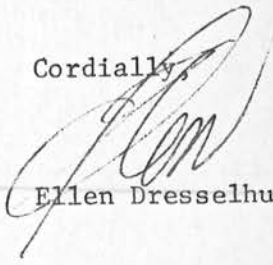
Article VI, Section 2, provides that the nominating committee be selected by January 31 of each year. I'm thinking there in terms of a May annual meeting and do not feel that the nominating committee should be chosen a full year in advance of the annual meeting, but feel that there should be some sufficient time before the annual meeting for that committee to act. In the National regulation proposal, the nomination committee functioned throughout the year to fill possible vacancies. Under my system, as outlined above, we would not have that need for a nominating committee.

Article VIII on local chapters has been pretty much generalized from the National regulations as I feel further definition at this time in our development is difficult.

Article IX is essentially the same wording we agreed on and Article XI on Amendments is also very general and very simplified.

Feel free to make any suggestions, corrections and changes and to disagree with my recollection of our decisions. I will expect to hear from you by September 27 with corrections and changes. All changes not made by that time may well be doomed. Thank you for your counsel and advice.

Cordially,



Ellen Dresselhuis, President

ED:kn

enclosure

BY-LAWS

of

MINNESOTA DIVISION OF THE WOMEN'S EQUITY ACTION LEAGUE (WEAL)

ARTICLE I - NAME

The name of this Division shall be the Minnesota Division of the Women's Equity Action League (WEAL). It is a constituent Division of the Women's Equity Action League (WEAL), an Ohio Corporation and is organized and chartered under the authority of the Corporation.

ARTICLE II - PURPOSE

The purposes of this Division shall be to promote greater economic progress on the part of American women, to press for full enforcement of existing antidiscriminatory laws in behalf of women, to seek correction of de facto discrimination against women, to gather and disseminate information and educational materials, to investigate instances of, and seek solutions to, economic, educational, tax, and employment problems affecting women, to urge that girls be prepared to enter more advanced career fields, to seek reappraisal of federal, state and local laws and practices limiting women's employment opportunities, to combat by all lawful means, job discriminations against women in the pay, promotional or advancement policies of governmental or private employers, to seek the cooperation and coordination of all American women, individually or as organizations to attain these objectives, whether through legislation, litigation or other means, and doing any and all things necessary or incident thereto.

ARTICLE III - MEMBERSHIP AND DUES

Section 1. Members. Any person who subscribes to WEAL's purposes shall be eligible to become a member of this Division upon payment of dues. No person shall be excluded from membership, segregated or otherwise discriminated against in the organization because of race, color, sex, religion, national origin, age or economic status.

Section 2. Participation Only members in good standing shall be eligible to vote or to serve in elective or appointive office.

Section 3. Dues The annual dues of this Division shall be as established by the Corporation and by the membership of this Division. New members may join at any time. The Division Treasurer shall forward the amount of national dues for each Division member in good standing to the national treasurer at appropriate times.

Section 4. Dues mitigation Consistent with our policy against discrimination on the basis of economic status, the Division shall provide for financial assistance to meet the dues requirements for persons otherwise-eligible for membership as may be appropriate.

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Division dues charged may be reduced for members joining during the last one-half of the fiscal year.

Section 5. Fiscal year The fiscal year of this Division shall correspond with the fiscal year of the Corporation. The Treasurer shall submit an annual report to the Corporation showing the names and addresses of the officers of the Division, the amount of national dues collected and forwarded during the report period and the number of members in the Division.

ARTICLE IV - OFFICERS AND ELECTIONS

Section 1. Officers The officers of this Division shall be:

(a) a president, who serves as the chief executive officer of the Division, presides at all meetings of the Division and of the governing board, appoints chairmen of all committees, except the nominating committee, with the approval of the governing board, and serves as an ex-officio member of all committees except the nominating committee:

(b) a vice president, who performs the duties of president in the absence or inability of the president and is chairman of the complaint committee.

(c) a secretary, who keeps a record of meetings of the Division and of the governing board, sends meeting notices and conducts Division correspondence not specifically assigned to others. An assistant secretary may be appointed by the secretary, with the consent of the president, to aid the secretary in the performance of her duties, but primary responsibility for these duties shall rest with the secretary.

(d) a treasurer, who receives all funds of the Division and disburses such funds in accordance with a budget approved by the membership, keeps records of the Division membership and keeps the secretary informed of changes, reports regularly to the Division on its financial condition, and forwards national dues to the Corporation.

Section 2. Elections Officers shall be elected at the annual meeting of the membership which shall be held in May each year. Officers shall take office upon adjournment of the meeting at which they are elected.

(a) The nominating committee shall solicit nominations from the membership and mail a proposed slate to the Division membership sixty (60) days in advance of the annual meeting.

Additional nominations may be made by petition of twenty-five (25%) percent of the Division members filed with the Division secretary at least thirty (30) days before the annual meeting. The proposed slate of officers sent to the membership shall set out this section and shall advise members of the total membership on the date of mailing and the number of members required on such petition.

No nominations shall be accepted from the floor at the time of the meeting. Officers shall be elected by a majority of the ballots cast.

Section 3. Vacancies In the event of resignation, death or incapacitation of the president, the vice president shall succeed to the office of president and shall serve in that capacity until end of the term of office. Persons to fill other vacancies shall be selected by vote of the executive committee to serve until the end of the term of office.

ARTICLE V - GOVERNING BOARD AND EXECUTIVE COMMITTEE

Section 1. Governing Board The governing board shall consist of the elected officers of the Division, the immediate past president of the Division, the chairman of each standing committee and the president of each local chapter chartered under this Division. The governing board shall conduct the business of the Division between meetings of the membership to whom it shall report its actions. It meets upon call of the president or of any three (3) of its members.

The governing board may authorize expenditures of up to fifty (\$50.00) dollars over the budget; any larger expenditure over budget must be approved by the membership.

Section 2. Executive Committee The governing board may appoint an executive committee of not less than three (3) members of the governing board in addition to the president and vice president of the Division. The executive committee shall conduct the business of the Division between meetings of the governing board with the general power of the governing board, except as to incurring debts beyond the budget. The actions of the executive committee shall be reported to the governing board.

ARTICLE VI - COMMITTEES

Section 1. Standing Committees The standing committees of this Division shall be Political Action, Public Relations, Finance and Complaint. Other standing committees may be decided upon annually at the annual meeting of the membership.

The president shall, with the consent of the officers, appoint the chairman of each standing committee within forty-five (45) days after the annual meeting. Each chairman shall, with the consent of the president, appoint members of each committee.

Section 2. Nominating Committee The membership shall elect a nominating committee of at least three (3) persons by January 31 of each year. The committee elects its own chairman and prepares the proposed slate of officers as provided in Article IV, Section 2 of these By-laws.

Section 3. Special Committees With consent of the officers, the president may appoint temporary and special committees as needed.

ARTICLE VII - MEETINGS

Section 1. Membership There shall be at least four (4) meetings of the membership per year.

Section 2. Governing Board The governing board shall meet as necessary to carry on the business of the Division.

Section 3. Special Meetings Special meetings of the membership may be called by the governing board or upon written request of one-third (1/3) of the members of the Division. Notice of special meetings shall specify the time, place and purpose of the meeting and shall be given at least seven (7) days prior to the special meeting, unless such notice is waived by vote of the members.

Section 4. Notice of Meetings Written notice of any meeting of the membership shall be given to each member entitled to vote at such meeting at least seven (7) days before the meeting. Written notice of the annual meeting shall be given to each member entitled to vote at such meeting at least sixty (60) days before the meeting. Irregularity in meeting notices shall not necessarily invalidate the meeting or the proceedings taken at the meetings.

Section 5. Quorum At all meetings of the membership those members attending shall constitute a quorum for the transaction of business. At all meetings of the governing board one-half (1/2) of the members shall constitute a quorum for the transaction of business.

ARTICLE VIII - LOCAL CHAPTERS

This Division may establish local chapters having the same purposes as the state Division. Local chapter regulations shall be subject to approval by the governing board and shall be consistent with the Division regulations, purposes and policies and the Code of Regulations of the Corporation.

Local chapters may be established upon petition of fifteen (15) members at the discretion of the governing board.

Local chapters may be suspended by a two-thirds (2/3) vote of the total governing board.

Local chapters may appeal any decision of the governing board affecting their chapter status to the membership of the Division at any properly called meeting thereof and a majority vote of the members present at such meeting shall be conclusive.

ARTICLE IX - POLICY

Section 1. Membership Actions Any action taken by this Division, by a local chapter, any officer or member of the Division or local chapter shall be in accordance with the established policies and principles of WEAL and of this Division. The policies and programs of the Corporation shall be binding on the Division and all local chapters within the Division, and no member shall use the name of WEAL to oppose such policies or programs.

No member of this Division shall speak, act or make a commitment on behalf of the Division or use the name of WEAL or its resources without the authorization of the Division. Any member who violates the provisions of this section shall be subject to such disciplinary action by the membership as may be appropriate, which may include expulsion from membership with or without refund of dues paid.

Section 2. Coalition Participation Participation by the Division in coalition groups and organizations and coalition actions shall be permitted if such coalitions and their goals and policies are consistent with the purposes and policies of WEAL. The decision to participate in such coalitions may be made by majority vote of the governing board, subject to ratification by the membership.

ARTICLE X - PROCEDURES

Except as otherwise provided, the last edition of Roberts' Rules of Order shall govern all proceedings of the Division.

ARTICLE XI - AMENDMENTS

Amendments to these By-laws may be proposed at any general membership meeting on motion of any member. The By-laws shall be amended by a majority vote of the members present at a properly called meeting of the membership following written notice to the members of the proposed amendment sent at least fifteen (15) days prior to the vote.

Emily Anne -
For you to look over before Thursday -
Thanks so much for coming again to
support me - Look forward to seeing
you Thurs. 10 a.m. -

AFFIRMATIVE ACTION PLAN TO ELIMINATE SEX DISCRIMINATION AT AUGSBURG COLLEGE

This plan is based on guidelines published by the Office of Federal Contract Compliance, as outlined in Executive Orders 11246 and 11375.

GENERAL POLICY

A. The College must recognize (as does the Federal Government) that discrimination against women relegates them to minority status.

B. The College must establish immediately an affirmative action program in conformance with the proposed guidelines of the OFCC. These guidelines require the inclusion of goals, a clearly defined time schedule and an implementing body.

C. The College must commit itself to uphold the spirit as well as the letter of Executive Orders 11246 and 11375.

IMPLEMENTING BODY

The Board of Regents shall establish by September, 1971, a permanent Commission on Women, headed by an assistant vice president under the Vice President for administration appointed especially for this purpose. Commission members shall include representatives of women faculty, staff, students and administrative employees.

The Commission should have sufficient clerical staff, space and budget to enable it to carry out its purposes, which are:

a) to use all available means to insure that the various units of the College do not discriminate against women.

b) to issue complaints whenever the Commission has reason to believe that some person or part of the College is engaging in an unfair discriminatory practice.

c) to initiate and support research and programs on the status of College women, their needs and how these needs should be met.

d) to act as advocate for individual women in cases of discrimination, and to gather information for use in such cases.

e) to assist in the placement of tandem teams (a married couple who both seek College positions,) when both members of the team are not in the same department or office.

f) to assist departments in carrying out compliance goals.

g) to compile and present annual reports indicating the status of women on campus and progress made in eliminating discrimination.

h) to conciliate grievances.

i) to assist in periodic Federal compliance reviews.

NOTE: The procedures established below and the dates by which action shall be finished are tentative and can be changed or extended if the Commission thinks it advisable.

GOALS

RECRUITMENT, PROMOTION and SALARIES

RECRUITMENT

A. All positions open at the College, academic and staff, shall be advertised on the open market, in appropriate scholarly journals and such publications as the Chronicle of Higher Education, the AAUW Journal, etc. Such advertisements shall include prominent notice of the College's status as an equal opportunity employer. When possible, rosters of women scholars such as that set up by the Business and Professional Women's Clubs of America shall be consulted for candidates. This provision shall be operative by the beginning of fall term, 1971.

B. Female applicants for positions must receive consideration for employment commensurate with their qualifications.

C. All vacant positions at the level of department head and above shall be filled by search committees composed of at least three (3) people. An announcement shall be published naming the committee members and its purpose, and a date when the search will be closed shall be announced.

SALARIES

A. The first order of business of the Commission shall be the investigation and comparison of salaries of men and women, man and man, woman and woman, and the equalization of inequities discovered. This investigation must be completed with ninety (90) days of the establishment of the Commission.

B. Monies for the increase of salaries of tenured faculty should be allocated only to departments that can demonstrate an attempt was made to achieve hiring goals.

PROMOTION

A. The number of those in administrative positions (vice president), president, Board of Regents) shall reflect the percentage of men and women in staff and faculty positions.

B. Until equity is attained, priority consideration for promotions to higher level positions shall go to faculty and staff women including instructors, temporary and part-time faculty, when such women possess qualifications equivalent to those of male faculty and staff members.

C. By January, 1972, each department of the College shall establish and publish objective criteria for promotion and shall keep records on how these criteria are applied to individuals. Records of applicants shall be kept by the Commission. Should a charge of discrimination be made before the grievance committee (see below), a failure to produce such records will automatically be taken as evidence of discrimination. It will be noted that this procedure protects men as well as women against arbitrary and whimsical procedures.

PREREQUISITES

A. A clear and well-publicized policy on maternity and family leave for faculty and staff women shall be drawn up to go into effect by fall, 1971. This policy shall be drawn in accordance with the Federal Guidelines of January 17, 1969.

B. The College shall negotiate health insurance benefits for women that include maternity and hospital benefits.

Goals: College Governance

A. All advisory councils, committees, task forces and other advisory or policy making bodies which interpret or implement the College's equal opportunity programs, shall by fall term, 1971, be constituted of women in proportion to the representation of women in the total student body. This proportion shall be reviewed annually by the Commission to insure that it remains in compliance.

B. All appointive committees, task forces and other faculty or faculty/student constituted bodies shall, by fall term, 1971, contain a representative proportion of women. For faculty bodies, the proportion shall be at least that of the proportion of women in the faculty. For faculty/student bodies, the proportion shall be that of the proportion of women in the total student body. This proportion shall be reviewed annually to insure that it remains in compliance.

C. A grievance committee shall be established to hear individual complaints of discrimination. Its members shall consist of one representative selected by the complainant, one member from the unit of the College accused of discriminating, and one member chosen by the other two from a panel established by the College administration. If discrimination is found, it shall be reported to the Commission on Women for action. The grievance committee should be established by May 15, 1971.

NOTE: This grievance committee is recommended especially to hear complaints about discrimination against women. It should be pointed out that no such procedure exists to hear other complaints in the College except in cases of academic freedom and tenure. The only recourse people have is to go to Court, frequently about minor grievances that could easily be remedied.

Goals: Women as Students

A. All departments of the College shall publish their criteria for admission and dismissal and keep records of how these criteria are applied for any entering class, starting with fall term, 1971. The criteria used for the awarding of scholarships shall be published and records shall be made available to the Commission on Women upon request, and with the written consent of all who apply. Failure to produce such records, or the submission of records which are incomplete, shall be considered evidence of discrimination and the Commission shall take action.

B. Departments which traditionally have few women students shall attempt to recruit women students into those departments.

C. The Board of Regents shall forbid use of campus facilities to those employers who discriminate against women or minority students. Discrimination of this sort is strictly forbidden by Federal law. Such companies shall not be allowed to use College facilities until certificates of compliance have been filed with the College, and may be revoked on proven complaint of any student that he or she has been discriminated against.

D. The equal opportunity program of the College, FAME, shall be required to offer at least 50% of support and opportunity to women students by fall, 1971. This policy shall be reviewed annually by the Commission.

E. The administration of the College shall urge the Board of Regents to recommend to the Governor of the State of Minnesota that the Governor's Code of Fair Practice, adopted on February 13, 1968, be amended to include sex. In its present form, it tacitly allows discrimination against women in the education institutions of the State, in direct contravention of the laws of the United States.

F. Housing and all educational facilities provided for women students shall be consistent in all respects to that of men students.

PRIORITIES FOR THE COMMISSION ON WOMEN

A. It shall be the duty of the Commission to review the affirmative action program to insure that all procedures, methods and reviews of compliance are set up in the most expeditious manner, and are equitable throughout the College.

B. An early investigation shall consider the development of child care facilities for College women.

C. Insurance policies for staff and faculty women shall be investigated in regard to payment of maternity expenses.

D. An early study shall be made of the qualifications of women employed at all faculty levels, so that a list of women recommended for early promotion may be maintained by the Commission.

E. A study to be begun on September 15, 1971, shall investigate the relative number of women and men with access to unprecisely budgeted money (i.e. travel, conferences, etc.)

F. An analysis of class loads of each faculty member shall be made by October, 1971, and any inequities remedied.

WEAL

WOMEN'S
EQUITY
ACTION
LEAGUE

Address Reply to:

5124 18th Avenue South
Minneapolis, Minnesota 55417

October 21, 1971

National Advisory Board

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Dear

Ms. Staples

This will be what I hope is a reasonably brief informational letter to members and persons interested in Minnesota WEAL to let you know a little of what is going on and what you might get involved in. It is also a request that you let me know what some of your interests are.

Let me first summarize some of our current and on-going activities. Our political action committee which is being chaired by Vi Kanatz has established a general timetable for accomplishing the task of revising all state laws to eliminate sex discrimination by 1973. The first step will be an analysis of the existing laws, but ultimately this committee will call on talent from all disciplines and occupations to organize a political effort to pass the legislation we feel is necessary. Several of you have already expressed your interest in working with Vi. If there are others who would like to work in this effort, you may call Vi at 561-3069 or drop her a note at 2901 O-Henry Road, Minneapolis.

Carole Brown is organizing our public relationships committee and is interested in volunteers who have an interest in this area. We conceive of this as being an educative function with regard to the whole women's rights effort as well as one which promotes WEAL particularly. If you are interested in working on public relations, contact Carole Brown at 377-0425 or drop her a note at 1607 Mt. Curve Avenue, Minneapolis 55403.

We are forming a committee to make an investigation into the hiring and promotion practices of the local banking institutions. This idea was tried in Texas and has been very successful there. Mary Ollie has agreed to head up a committee to make the investigation and compile the information with an ultimate goal of filing complaints against those banks which are particularly vulnerable and which discriminate blatantly in the employment of women. The investigation of the banks will be, I think, relatively

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easy to do and in many ways quite fun. The president of the Texas chapter of WEAL mentions that, although 70% of bank employees are women nationwide, only about 10% of the officers are women and usually these are assistant cashiers. Anyone interested in working on this investigation and effort should contact Mary at 822-4684 or drop her a note at 3439 Garfield Avenue South, Minneapolis.

If you know people whom you feel might be interested in membership in WEAL and would like us to contact them, send their names and addresses on a 3 x 5 index card to Susan Lauer at 418 13th Avenue S.E., Minneapolis 55414 or give her a call at 331-2273 or 373-5432.

I am interested to know what your major concerns and interests are for our organization. What would you like to see WEAL working on? What kinds of things would you be interested in working on yourself? I am enclosing a form and self addressed envelope (but no postage) for you to return to me indicating your concern and comments about the organization. For some of you I may already have some of this information, but I would appreciate your taking a moment to put the information down on the enclosed form nevertheless.

I hope that our organization will be an organization of active members as much as possible. I realize that many of you have many other commitments and have to allocate your time carefully, but if we know something about you, then hopefully we can get things going that you will enjoy working on and will work into your schedule.

One more thing you should note is that our regular meeting night will be the second Tuesday of each month and I would appreciate your trying to reserve that night for WEAL meetings.

Sincerely yours,



Ellen Dresselhuis
President

ED:kn



WOMEN'S EQUITY ACTION LEAGUE NEWSLETTER

MINNESOTA EDITION
August, 1974
Volume 2-Number 8

Wednesday, August 7, NEXT WEAL MEETING
Connie Fitzgerald's, 6316 Loch
Moor Drive, Edina (see map)
VISITORS WELCOME 7:30 PM

AGENDA

Old Business

- Report on Austin civil service group
- Report on WEAL complaint against state colleges
- Committee for Open Media - license renewal
- Update on Brigitte Pascutoi complaint
- Report on Minneapolis' affirmative action

New Business - fall membership drive
Brainstorming session - media spots

HI-LITES OF THE LAST MEETING:

In the big, beautiful backyard of Lyla Anderegg's home (thank you, Lyla), WEAL convened its July meeting with a visit from Nancy Philer, legislative researcher for the majority party of the state senate. Ms. Philer reported on the status of the fledgling union formed by the secretaries in the state junior college system to correct certain employment inequities. For example, the most senior secretary in the system is paid less than a beginning custodial worker. While the commissioner found "no probable cause" in his review, an investigator in contradiction did find probable cause. Interestingly, should such inequity claims be legally substantiated, the money that can be recovered by the claimants is limited, by statute, to \$100! Ms. Philer hopes to organize a workshop to familiarize the secretaries with their rights and legal options.

Sue Townsend, reporting for the Committee for Open Media, urged members to take advantage of the free "open message" spots offered by KQRS and Channel 11. (Channel 9 has discontinued because of insufficient expressed interest.) These 60-second editorials may be on a subject of your own choosing and express an opinion or point of view, pose a question or answer one. We have fought hard to get just this sort of opportunity; it would be irresponsible for us now to let this same opportunity slip by for "lack of interest". A short period will be devoted at the August meeting to small group preparation of these spots. Come prepared. (There has just got to be something you think needs saying!)

The TV monitoring project (remember?) is alive and well and being hand-fed to a data processing machine. A booklet describing the results of many hard hours of work by Susan Lauer and her Monitor-ers (sounds like a rock band) is forthcoming by late fall.

Dr. Ruth Schellberg, Minnesota WEAL president, distributed copies of the Women's Equity Action League press release (dated July 10, 1974) announcing the filing of a complaint with HEW and the Equal Employment Opportunity Commission charging the Minnesota State College System with discrimination in "unequal pay, disparate treatment of women in hiring and promotions and underrepresentation of women in positions of administration". Some illustrative statistics: In April of this year at Mankato State, 34% of the male faculty held professorial titles; only 4% of the women. At St. Cloud, although the faculty is 20% female, only 4% of the professors are female. Women are disproportionately clustered in (1) lower-ranking positions, and (2) lay-offs. (Ah, the simple clarity of numbers.) WEAL is asking HEW to withhold federal funding of the System "until corrective action is taken".

The August Ms. includes letters from women who participated in the initial conference of the Eastern division of the National Black Feminist Organization. It sounds like the conference was a stimulating, even thrilling experience for those who attended. Below, an excerpt from one of the letters:

"... And I looked again at Shirley Chisholm's face and was glad she has kept a record of her political and social struggles because our great women die, often in poverty and under the weight of slander, and are soon forgotten. . . and I have asked myself: Who will secure from neglect and slander those women who have kept our image as black women clean and strong for us? And at the conference, I met women who are eager to do this job."

The Minnesota Legislative Subcommittee working with the State High School Athletic League held a series of four public hearings earlier this summer which WEAL delegates attended. Dagne Waldeland testified, urging the inclusion of women at decision-making levels in high school athletics. The State High School League, a private organization responsible to the subcommittee, regulates such matters as eligibility, scheduling, tournaments and recruiting. Membership is open to (1) high school athletic directors and (2) administrators, and until women are included in these groups, there will be no women in a position of regulatory power.

EDITOR'S NOTE: Communication is a two-way street. As a new member I have often felt frustrated and uninformed during the course of our meetings. It is almost like being dropped into a culture which speaks a different, coded language. "What's the latest from COM?" (huh?) "Draft a letter to Sam." (Sam Who?) "How is Shyamala's case coming?" (What's a shimallah?) "Got any ideas for a spot?" (Have you tried K2-R?)

Those members who are speaking to an issue ought to be certain that they are reaching not only the WEAL members who have been active for several months, but also to the much-needed and sincerely-welcomed (they are, aren't they?) NEW members, who we are seeing every month. And, NEW members have a

Please
Read

concomitant obligation. We must let each other know when we are missing the point, or the details. As women, we have been conditioned to perceive failure to grasp as personal failure, i.e., if we don't understand, it must be our own fault. This in turn contributes to feelings of inadequacy, feelings which we as feminists are determined to dispel.

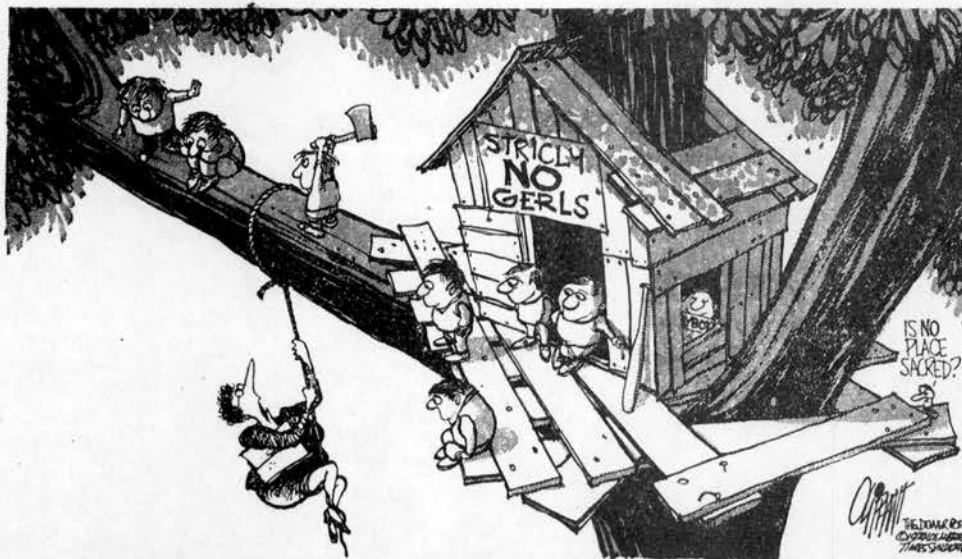
It is important that we REALLY talk to one another, and that we REALLY listen. If we don't give each other this elemental courtesy, how can we expect that anyone else will?

IN THE NEWS. . .

* * * A 3-year study of the apprentice system, which regulates 350 recognized trades or crafts requiring highly developed skills shows there are 280,000 men learning a skilled trade. There are slightly under 1,200 women--and a considerable number of these are in hairdressing.

* * * Retired Adm. Elmo Zumwalt: "I see no limitations on the managerial or leadership capabilities of women and I see no reason why some day a chief of naval operations should not be a woman. . . ."

*Your friend,
Doreen Malin*



"I'M FROM THE AMERICAN CIVIL LIBERTIES UNION, AND WE'VE HAD A COMPLAINT ..."

Directions to Connie Fitzgerald's home 6316 Loch Moor Drive, Edina 941-7149

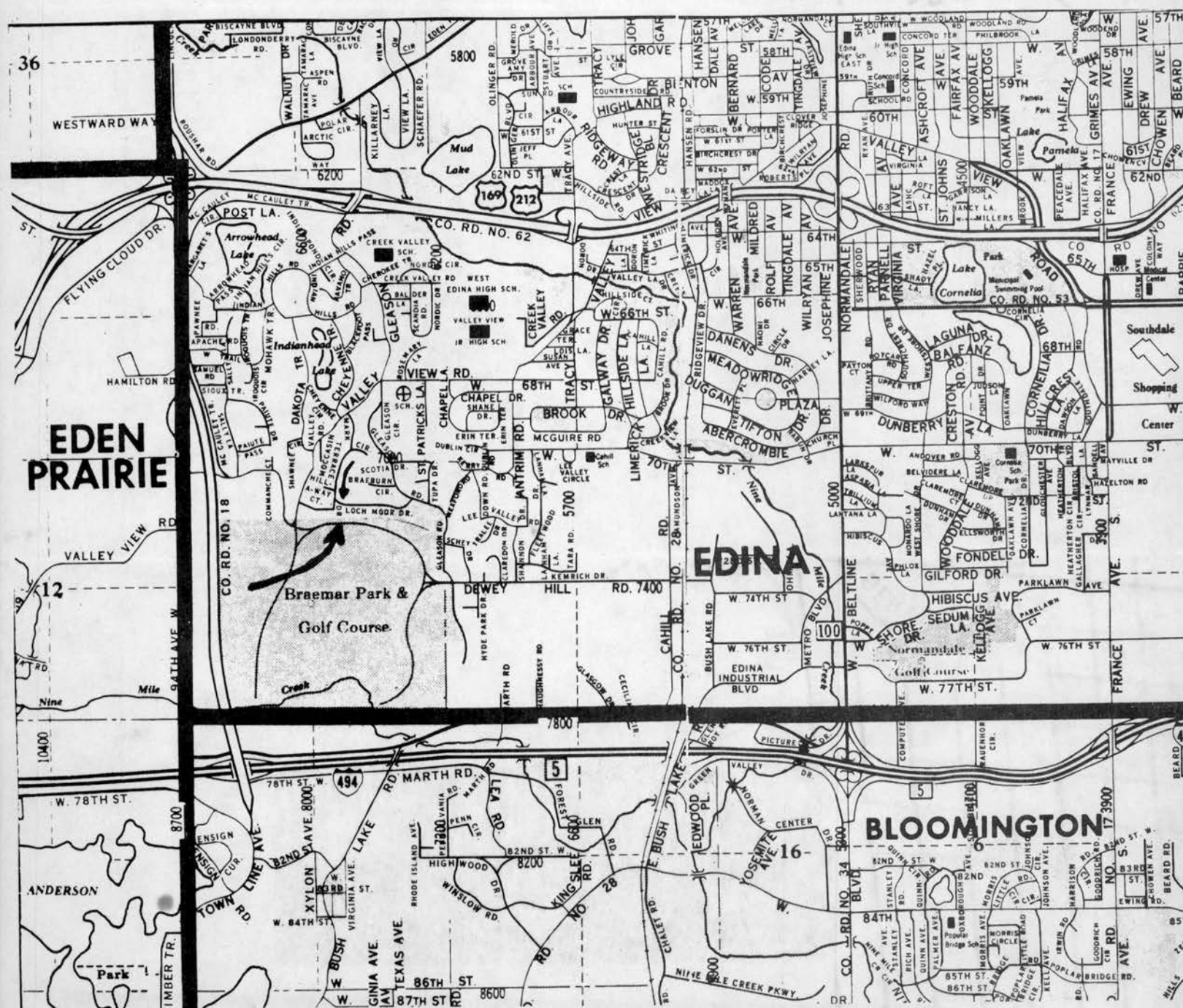
Take "Crosstown" (County Road 62) west to Gleason Road Exit
 Turn south (left) on Gleason Road to Loch Moor (approximately 7 - 8 blocks)
 Turn right on Loch Moor and go to other end of street (equivalent of 2 blocks)

* * * * *

OR

Take Interstate 494 west to County Road 18
 Turn north (right) on County Road 18 to Valley View Road (County Road 39)
 (approximately 1 mile and this is the first stop light)
 Turn right on Valley View Road and go around the "horseshoe bend" to
 Mark Terrace Drive
 Turn right on Mark Terrace Drive to Loch Moor (approximately 1 block)

Connie's home is at the corner of Loch Moor and Mark Terrace Drive
 Loch Moor Drive parallels Braemar Golf Course



MARGARET J. HOLDEN
1711 Laurel Avenue S
ST. PAUL 4, MINNESOTA



MS EMILY ANN STAPLES
1640 D XANTHUS LANE
WAYZATA MN

55391