

# TRANSFORMATION

Volume 2, No. 1. Women's Project, 1601 Dennison, Little Rock, Arkansas 72202, 501/372-5113. April, 1987.

## The Third Wave of the Women's Movement: Making the Connections

There has been a women's movement in this country for over one hundred years, beginning with those women who worked for abolition of slavery and then crested in the effort for the vote, continuing in a strong ebb with those women who created settlement houses, organized trade associations for working women, formed temperance unions, worked for birth control, and moved into the a second wave with the publication of The Second Sex, of The Feminine Mystique, and the creation of the National Organization for Women. The media has recognized only the major waves of this movement with their crests and has ignored the ongoing work women have done on their own behalf. Since the late seventies, the word from the media has been that the women's movement has crested, the word feminist has been discredited, and women have won just enough gains to be satisfied and are slipping back into complacency.

During the first and second wave of the women's movement, the media (and many women) kept focused only on the white middle and upper class women who were activists, not on women of color, poor women, and lesbians. And each wave of the movement suffered from its lack of inclusiveness, from its willingness to defer the needs and dreams of all women for the short-term gains for the more acceptable few. The white women of the first wave have been criticized for their willingness to sacrifice the inclusion of black women in order to

gain the inclusion of more white women and the support of white men in the struggle for the vote.

The second wave, which covers the period from the late sixties until about 1980, has been criticized for its white dominance and its concentration upon the Equal Rights Amendment and abortion rights and for its middleclass goals of reform rather than radical change. Many people have felt it was characterized by a desire for making white women equal to white men instead of bringing about liberation and equality for all women. It sought to place more women in positions traditionally held by men within a system that still continues to oppress women of color, poor women, lesbians, the differently abled, older women, etc., leaving the traditionally voiceless and under-represented still at the bottom of an economic system that thrives on their labor.

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*" This movement sees that oppression is about power and control and coercion and intimidation. It works against racism, classism, sexism, homophobia, ableism, ageism, anti-Semitism. It sees no single issues."*

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What has gone unnoticed by the media--and by many mainstream feminists--is that there is a growing swell of a third wave of the women's movement that is making connections among all women and therefore among all oppressions, nationally and internationally, and is looking at liberation in a much more

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## The Third Wave of the Women's Movement: Making the Connections

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all-encompassing way than before. This movement is made up of battered women, lesbians, poor women, old women, prostitutes, differently abled women who see that the majority of the world's women suffer from more than one oppression and that all of these oppressions are connected. This movement sees that oppression is about power and control and coercion and intimidation. It works against racism, classism, sexism, homophobia, ableism, ageism, anti-Semitism. It sees no single issues.

The work of this current women's movement is not easy. It requires going against all the old familiar forms of power that people have come to accept as what

is and must be. That power is deeply entrenched and not willingly shared. Those who go against it take great risks and often suffer large personal losses, but we have learned that to make change that does not include all women, that does not challenge the source that holds power and control over us is change that has little longterm meaning and is hollow at its core. We are learning that our success comes from hearing the truth of our stories, from working together in all our diversity and powerful differences, and from visioning our movement as a choir of many voices, not as a few solo artists.

This movement sees no one group or type of woman as being more acceptable than others. It works for the empowerment of individuals,

for the development of real coalitions, for a new distribution of resources, for shared ownership and decision-making, for peace in the home and in the world. It is a movement of high energy, of great struggle, and of extraordinary commitment and hope. It works not for integration of women into an oppressive system but for the deep lasting change that will bring social justice and equality for all women.

**Ours,**  
Arkansas' only  
quarterly Women's  
Newspaper needs your  
support.

Send your \$5 subscription to:  
**Ours**, PO Box 2352, Little Rock,  
AR 72203

### Willowe Project Seeks Organizations for Shadow Program

The Willowe Institute is attempting to identify grassroots groups and their leaders who have successfully planned and carried out local projects, activities, and special events. This effort is part of the ongoing followup to the Women's Project sponsored Leadership Training Conference held in September, 1985, and will result in a "Shadow Program" that will match experienced community leaders and organizations with newly formed groups just beginning similar community projects.

The Willowe Shadow Program will enable grassroots leaders and groups to meet one-on-one with other grassroots groups to exchange ideas and learn from each other's successes and mistakes. Once identified,

successful community groups willing to provide technical assistance to others will be matched with groups wanting technical assistance. The Willowe Shadow Program will provide small technical assistance and shadow grants to cover expenses of the individuals participating. A small grant to cover incidental expenses may also be made to an organization that hosts a "shadow."

If you are part of a grassroots project that would be willing to share experiences with others, or if you are part of a community group that would like to share experiences, contact *The Shadow Program, The Willowe Institute, 519 East Capitol, Little Rock, AR 72202.*

## Off the Beaten Path ... Walking for Battered Women

Susan Faupel, a former staff person with Advocates for Battered Women in Little Rock has announced an innovative way to commemorate her fourth decade.

Off the Beaten Path ... Walking for Battered Women is being planned by Susan as a tribute to battered women and the battered women's movement. Off the Beaten Path will be a long distance walk from Chicago, IL to Little Rock, AR as a symbolic gesture to highlight the struggles and triumph of battered women. Efforts to increase awareness of the problem of domestic violence and raise funds to eliminate violence in the lives of women and children will also be included in the Project.

The walk is tentatively scheduled to leave Chicago on Saturday, October 10 during National Domestic Violence Awareness Month

and arrive in Little Rock on Sunday, November 22, 1987.

This project obviously can not be accomplished alone.

Communities can be involved in the walk by actively organizing individuals or groups to walk, organizing events in your own community in conjunction with the walk, sponsoring a day of the walk in honor of a battered woman, pledging per mile to the walk, soliciting contributions to defray the expense of the walk, provide meals and lodging along the route, and pledging your endorsement and support for the walk.

To find out more about the walk, Contact Susan Faupel at 505 West Green, Urbana IL 61801 or call the Women's Project at 501/372-5113.

### *Off the Beaten Path Stops*

#### **Mississippi County**

Yarbro, Blytheville, Lemsford, Burdette, Luxora, Osceola, Grider, Carson, Wilson, Delpro, Bussett, Joiner, Frenchman's Bayou, Stacy

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*"I'll walk to celebrate me and honor battered women."*

*"I'll walk in respect for the suffering and sacrifice, in symbolic gesture of battered women's journeys, struggles and triumphs."*

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#### **Crittenden County**

Turrell, Clarkedale, Jericho, James Mill, Sunset, Marion, West Memphis

#### **St. Francis County**

Shell Lake, Hicks Station, Madison, Forrest City, Dodsons Corner, Palestine, Goodwin

#### **Monroe County**

Wheatley, Brinkley, Brasfield, Briscoe

#### **Prairie County**

Duval's Bluff, Hazen, Des Arc

#### **Lonoke County**

Carlisle, Lonoke, Galloway

### — WANTED —

VOLUNTEERS TO STAFF  
THE ARKANSAS GAY  
AND LESBIAN RIGHTS  
SWITCHBOARD.

FOR MORE INFORMATION ON  
HOW TO VOLUNTEER, CALL  
THE SWITCHBOARD AT  
501/374-5503.

### WORKSHOPS

The Women's Project  
presents workshops on  
**RACISM**  
**HOMOPHOBIA**  
**HUMAN RELATIONS**  
**BOARD DEVELOPMENT**

If your group would like  
a workshop, contact the  
Women's Project  
(501) 372-5113

### ARKANSAS BATTERED WOMEN'S HOTLINE

24 hour toll free number in  
Arkansas

1-800-332-4443



**Women's Project 6th Anniversary Dinner Planned:****Annie Abrams to be honored****June 11, 1987****6:30pm**

First Methodist Church. Corner of 8th and Center -- downtown Little Rock. Enter through the courtyard to the Fellowship Hall. \$6.00.



Annie Abrams

*Annie Abrams is a native of Arkadelphia, Arkansas.*

*Annie is the Parent Involvement Coordinator for ECIA Chapter 1 Program of the Little Rock School District.. Her numerous involvements with women's organizations, civic groups, political organizations, and her leadership in the volunteer sector make her an visible presence in the Arkansas community. Annie has served as the President of the Little Rock Section of the National Council of Negro Women, is a national board member for the Y.W.C.A., co-chair of the Family Service Review Committee for Foster Care, former president of the Urban League Guild, and an active worker in the Democratic Party playing key roles in the campaigns of Jessie Jackson, Bill Clinton, David Pryor and Dale Bumpers. She is a member of the Mt. Pleasant Baptist Church.*

Last year almost one hundred women gathered together to commemorate the fifth anniversary of the Women's Project.

This year on June 11, 1987, we'll gather to honor long time activist, Annie Abrams by presenting her with the first Evangeline K. Brown Award.

The award is presented to a woman who has made a difference in her own community and in our global community, a woman who epitomizes the Women's Project goal "the transformation of the world."

**Please fill out this form and send it along with your check to us before June 1, 1987.(Don't cut before you complete your membership form on the other side!)**

\_\_\_\_I will attend the Women's Project Sixth Anniversary and Awards Dinner on June 11 and am enclosing a check for \$6.00

\_\_\_\_I would like a phone call reminder the first week in June

Name \_\_\_\_\_

Address \_\_\_\_\_

\_\_\_\_\_ Zip \_\_\_\_\_

Telephone(s): day \_\_\_\_\_ evening \_\_\_\_\_

**Mail to the Women's Project, 1601 Dennison, Little Rock AR 72202 before June 1, 1987**

## current work

The Women's Project currently is funded to work on:

- Social Justice Project — anti-racism/human relations workshops & bi-racial forums on topics of mutual concern. Funded by the Winthrop Rockefeller Foundation.
- Southern Technical Assistance Project — technical assistance to domestic violence programs in the South.
- Workshops for feminist and domestic violence organizations nationally, on homophobia, internalized homophobia, and lesbian strategizing. Funded by the Chicago Resource Center and the Windom Fund.

## Women's Project — Our Goal

Our goal is social change or, as the poet Adrienne Rich writes, "the transformation of the world." We believe this world can be changed to become a place of peace and justice for all women.

We take risks in our work; we take unpopular stands. We work for all women and against all forms of discrimination and oppression. We believe that we cannot work for all women and against sexism unless we also work against racism, classism, ageism, anti-Semitism, heterosexism and homophobia. We see the connection among these oppressions as the context for violence against women in this society.

We are concerned in particular about issues of importance to traditionally underrepresented women: poor women, aged women, women of color, teenage mothers, lesbians, women in prisons, etc. All are women who experience discrimination and violence against their lives.

We are committed to working multi-culturally, multi-racially, and to making our work and cultural events accessible to low income women. We believe that women will not know equality until they know economic justice.

We believe that a few committed women working in coalition and in consensus with other women can make significant change in the quality of life for all women

## M E M B E R S H I P

WE INVITE YOU TO JOIN US IN OUR WORK BY BECOMING A MEMBER OF THE WOMEN'S PROJECT.

Name \_\_\_\_\_ Phone: Day \_\_\_\_\_ Evening \_\_\_\_\_

Address \_\_\_\_\_

ZIP \_\_\_\_\_

Ways you would like to share in our work:

- |  |  |
|--|--|
| <input type="checkbox"/> help produce cultural events — forums, dinners, concerts, lectures              | <input type="checkbox"/> organize a group of women to work on economic justice issues  |
| <input type="checkbox"/> help establish referral systems for the many women who call us for assistance   | <input type="checkbox"/> research all the available services for lesbians in the state   |
| <input type="checkbox"/> do a media news watch for instances of discrimination or violence against women | <input type="checkbox"/> organize with us against any workfare plan that doesn't provide childcare and transportation and job training |
| <input type="checkbox"/> organize a group of women to work with women in prison                          | <input type="checkbox"/> join us in women's meetings to discuss issues of deepest concern to women and to plan strategies for action   |
| <input type="checkbox"/> help us with mailings, typing and filing work in the office                     |  |

Issues you'd like to see the Women's Project work on: \_\_\_\_\_

Please give according to your ability. Suggested contributions: \_\_\_ \$5—low-income women, students, single mothers, sr. citizens

\_\_\_ \$10—general membership    \_\_\_ \$25—supporting or organizational membership    \_\_\_ \$50 & above—sustaining gift

Enclose this with your tax-deductible check made out to the Women's Project and send to 1601 Dennison, Little Rock, AR 72202

Women's Project  
1601 Dennison  
Little Rock, AR 72202



Lynn Frost  
2224 State  
LR 72206



# TRANSFORMATION

Volume 2, No. 2. Women's Project, 1923 1/2 16th Street, Little Rock, Arkansas 72202, 501/372-5113. July 1987.

## Women's Project Receives Grant from Levi Strauss: Nontraditional Jobs Project Planned

We're pleased to announce that the Women's Project has received a planning grant for \$10,000 from the Levi Strauss Foundation in support of our Women in Nontraditional Employment Project.

The Women's Project has worked on issues related to women's economic development since its inception. Our concern about economic justice led to our participation in identifying individuals and organizations which would later form the Arkansas Women's Economic Coalition. Our efforts to organize bi-racial coalitions of Arkansans which started in 1981 and were funded specifically by the Rockefeller Foundation in 1985, confirmed our understanding that economic survival was a key issue of Arkansans of all races. This concern led to efforts to fund a community organizing project which would work in communities around Arkansas and assist with developing economic development strategies.

At the same time that the Women's Project was working in the areas defined above, the Department of Labor Division of Contract Compliance contacted the Women's Project and asked for our assistance in identifying a pool of applicants for nontraditional jobs. Our contacts with other organizations and state agencies revealed an interest as well as gaps in creating nontraditional jobs for women, developing an applicant pool of women interested in existing jobs, and providing ongoing support and training for women in

these fields.

The Levi Strauss planning grant will be used to determine the number of women interested in working in nontraditional jobs, identify possibilities for job training, research job availability and placement and determine the ongoing support necessary for women to maintain their jobs.

The Project will identify organizations and individuals who are doing this work, to determine what joint efforts are possible, and to discover areas where new initiatives are needed.

### **Nontraditional Employment for Women -- An opportunity for equal participation**

Take a look around your town as you drive through the state. Look at the highway workers. Look at the telephone installers. Look at the workers at the construction sites. Look at your plumber, your carpenter, your electrician, your roofer, your painter, and your printer. How many of them are women?

Think about the educational and work opportunities that were offered to you as you grew up. Were you encouraged to work in the trades? Did you know that women could be highway workers, telephone installers,

*continued on page 2*

## Nontraditional Jobs: A New Vision for our Future

workers at construction sites, plumbers, carpenters, electricians, roofers, painters, and printers? Did you see women in these occupations?

If you're like most of us, you didn't see many women in nontraditional jobs. For the most part, these fields have been male dominated and difficult for women to enter. And they are jobs that pay good salaries.



Since the 1970s women have waged a fight for job opportunities that provided financial security, and made inroads into traditionally male labor markets where wages are higher and benefits better. Despite some progress women are still sorely underutilized in the male-intensive industries, industries that promise thousands of new jobs until the end of this century but have fewer than 4% women in higher paying job categories. This dismal percentage is a reflection of race and sex discrimination that is pervasive in the industry.

Arkansas has made strides in sex equity efforts in vocational education. Statistics gathered by the U.S. Department of Education Vocational Education Data System showed that females totalled 15.66 percent of the state's 11th and 12th grade

students enrolled in vocational educational programs traditionally chosen by male students. This represents a jump from 49th place in 1977 to 9th among the 50 states in 1982. Organized sex equity efforts begin in 7th and 8th grades and continue through adult education. While Arkansas' ranking has drastically improved, there is still much room for growth.

Construction employment will increase by 12,230 jobs (41%) by 1995 primarily because of residential construction. In 1983 alone, approximately \$11,500,000,000.00 in federally funded highway construction money went out to the states. Over the next fifteen years, it is anticipated that millions of dollars in federal contracts will be passed through the state for highway construction and repair as well as water and sewage treatment plans. The Department of Labor's Division of Contract Compliance in Arkansas is a potentially important leverage point for nontraditional employment opportunities for women. Any contractor who has a federally funded or federally assisted construction contract with the federal government in excess of \$10,000 falls under the coverage of Executive Order 11246 which obligates them to act in accordance with national nondiscrimination policy.

Since April, 1980, the goal for women in the construction trades has been participation at the level of 6.9 percent of the workforce in each craft category. Additionally, the entire workforce of any contractor who holds in excess of \$10,000 in federal or federally assisted projects must make the 6.9% goal in each craft category. At this time, that percentage is not being met.

Finally, there are several organizations and institutions throughout the state that offer training and placement for women in nontraditional jobs. This provides a unique opportunity for leveraging existing resources and skills without duplicating existing efforts.

### Planning Project Goals

This planning grant will lay the groundwork for a Women in Nontraditional Employment Project.

The planning period, lasting four months, will facilitate

- Identifying barriers to women's participation in nontraditional employment.
- Identifying and contacting organizations working to create nontraditional job opportunities for women
- Exploring the feasibility of conducting a unified statewide campaign for creating nontraditional job opportunities for women
- Developing a concrete plan which is directed toward
  - \* creating and promoting a viable pool of women interested in nontraditional job opportunities
  - \* coordinating mechanisms for job training and job placement
  - \* providing opportunities for ongoing support and leadership development for women in nontraditional jobs
  - \* leveraging resources for nontraditional jobs creation
  - \* making linkages between individual job seeking women and institutions offering work or services.



## Nontraditional Jobs -- We Need Your Help

Janet Perkins Doles will coordinate the planning phases of the Women in Nontraditional Employment Project.

She will be joined in this effort by an Advisory Board that will share resources and information as well as provide assistance in laying the groundwork for that project.

To date, Advisory Board members include:

Diane Thomas Holladay  
Labor Education Program, UALR

Leta Anthony  
A. Philip Randolph Institute

Norma Johnson  
International Brotherhood of Electrical Workers, Local 2022; Coalition of Labor Union Women

Pat West Humphrey  
AR Department of Labor

Margie Powell  
Single-Parent Homemaker Program -- Vocational and Technical Education Division

Henry Droughter  
AR State Highway and Transportation Department,  
External EEO Coordinator

Dorothy Stuck  
Willowe Institute; Stuck and Snow Resultants

Brownie Ledbetter  
Arkansas Career Resources

Susan Burney  
U.S. Department of Labor, Division of Contract Compliance

If you would like to work with us on the Women in Nontraditional Employment Project or know someone that we should contact about it, please call Janet Perkins Doles at 372-5113.

## We've Moved!!!!

By July 1, 1987, the Women's Project will be settled into its new office at 1923 1/2 W. 16th Street. The move reflects our growth as an organization and our need for a place where the women's community has greater access to us. We have rented a two-bedroom carriage house that will accommodate our expanded staff and still give us room to grow.

As is often the case with moves that come from growth, this one finds us not fully prepared and, as always, we can use your help. Here are some things we need.

Four comfortable chairs  
Plants  
Desk  
Lamps  
Small tables  
Bookshelves  
Dishes, flatware, etc.



*Photo by Becca Carey*

This list may sound a little like setting up housekeeping. In a sense it is, for our work at the project is our lives as well. We want everyone to be comfortable and at home as we do our work together. If you have any articles to donate, please call us first and then bring them by the office

## Women's Project Welcomes New Board Members

For the first four years of the Project, the Board of Global Ministries of the North Arkansas Conference of the United Methodist Church oversaw the work of the Women's Project.

After our incorporation in 1986, we formed an interim board whose members were Betty Overton, Chair; Emily Adams; Beverly Maddox; and Joyce Williams. In an effort to broaden the Project's base even further, at the May 1987 meeting of the Board of Directors, the board was expanded.

The new members are all longtime community activists.

Their hometowns and occupations are listed below.

Erma Brown; Victims Witness Coordinator; Camden

Pat Freemyer; Teacher; Helena

Freddie Nixon; Heifer Project International; Russellville

Linda Rickel; College of Nursing; UAPB, Little Rock

Pat West Humphrey; Arkansas Labor Department; Little Rock

Juanita Weston; Farm Home Administration; Dermott

Diana Rivers; Writer and Artist; Elkins

## New Staff Joins Women's Project

The Women's Project is delighted to welcome two new staff members: Kerry Lobel and Janet Perkins Doles.

Beginning in May, Kerry took on the responsibilities of providing training and technical assistance on organizational management and domestic violence issues for both local and national organizations and of overseeing fundraising and fiscal management for the Women's Project.

Kerry's experience has been twelve year's work in domestic violence, five of which were as director of the Southern California Coalition on Battered Women. For three years, she has been a national consultant on domestic violence and organizational management. Currently, Kerry is Chair of the National Coalition Against Domestic Violence, and on the boards of Advocates for Battered Women and the Arkansas Coalition Against Violence to Women and Children.



*Photo by Becca Carey*

On June 15th, Janet began four months research and planning for our Women's Nontraditional Employment Project. During this initial period, she will be talking to people around the state about the interest and availability of women for nontraditional jobs, training possibilities, and the potential for job placement. After this research, Janet and an eight member advisory committee will develop an action plan to put the nontraditional jobs project in place.

Janet came to the Women's Project from the Public Policy Project. Prior to her work there, she worked for eleven years for the Maybelline Corporation. A native Arkansan, Janet is a graduate of the University of Arkansas at Little Rock. She is the vice president of the Arkansas Women's Economic Coalition.

## One hundred and fifteen gather to honor Abrams

One hundred and fifteen women gathered to celebrate the Women's Project's 6th anniversary and to honor community activist Annie Abrams for her work "to transform the lives of women and children." In addition to the Project's Evangeline K. Brown award, Abrams was honored by Little Rock Mayor Lottie Shackelford, by Michael Jackson representing the offices of Secretary of State Bill McCuen, US Representative Tommy Robinson, and Senator Dale Bumpers, and by the Sigma Gamma Rho Sorority.

Speakers for the evening were Dr. Betty Overton, Dean of the Graduate School of UALR; Tillie Bogard-Smith, poet and writer; Suzanne Pharr, Director of the Women's Project, and Rita White,



Chair of the Parent Institute of the Urban League. Music was provided by Becca Carey.

In her acceptance speech, Abrams said that if "you are to receive the honor of courage, you have to be willing to die or you cannot live." She called on women to be "risk-takers that take on sexism, elitism, racism, and all the other 'isms.'"



Photos by Sandy McGuire

### — WANTED —

**VOLUNTEERS TO STAFF  
THE ARKANSAS GAY  
AND LESBIAN RIGHTS  
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BOARD DEVELOPMENT

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**Support group  
forming for  
formerly  
battered lesbians  
in Central  
Arkansas**

24 hour toll free number in  
Arkansas

1-800-332-4443



# March on Washington for Lesbian and Gay Rights

The Women's Project is organizing Arkansans to mobilize a large contingent for the March on Washington for Lesbian and Gay Rights.

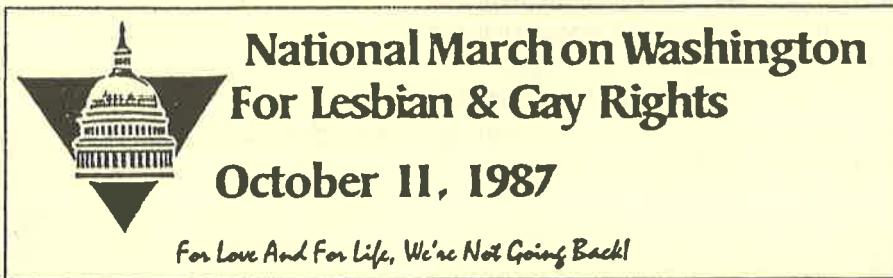
We'll be organizing car and vanpools from Arkansas to D.C.

If you're interested in joining us, give us a call for information about transportation and lodging: The Women's Project at 501/372-5113 or write us at 1923 1/2 W. 16th Street, Little Rock, AR 72202.

Date of the March: Sunday, October 11, 1987

Time: Assemble at 9am on the Ellipse in Washington, D.C.

Route: We'll march past the White House, proceed down Pennsylvania Avenue and rally on the Capitol lawn. Special transportation will be provided for those who cannot negotiate the March route.



**Nonviolent Civil Disobedience for Lesbian and Gay Rights** on Tuesday, Oct. 13. A time for people to come to the Supreme Court to demand full civil rights for lesbians and gay men.

**National Lobby Day** on Friday, Oct. 9. A time to visit legislators and urge support of appropriate legislation.

**AIDS Memorial Project** on Sunday, Oct. 11. Thousands of individual fabric panels displaying the names of a persons lost to AIDS, displayed across the Capitol Mall.

**Veterans Memorial Service.** Prior to the March, la Memorial at the Tomb of the Unknown Soldier.

**March Against Death and Violence** for a period of 40 hrs. culminating with the March. People carrying names of those who have died of AIDS and homophobic violence will file past the White House.

**The Wedding.** An nonsectarian union ceremony of same sex couples.

## **"Statement from March Organizers**

*As members of the lesbian and gay movement, we too are affected by rising racism and sexism which oppresses People of Color and women; thereby the liberation of lesbians and gays is intricately linked to the struggle against racism, sexism, and anti-semitism. We realize that none of us are free until we all are free.*

*We therefore call upon all of our sisters and brothers to actively confront racism and sexism on all levels both within our movement, and in the larger society. We demand an end to racist and sexist oppression. We demand an end to all social, economic, judicial and legal oppression of lesbians and gay men, and people of every race, gender, ability, class, ethnicity, faith, political ideology, transgender orientation and sexual orientation."*

The following March demands have been approved by the March Organizing Committees.

- Reproductive Freedom, the right to control our own bodies, and an end to sexist oppression.

- An end to racism in this country and apartheid in South Africa.

- The legal recognition of lesbian and gay relationships: lesbian and gay male domestic partners are entitled to the same rights as married heterosexual couples; that social services for lesbian and gay youth be greatly augmented.

- The repeal of all laws that make sodomy between consenting adults a crime: All states and federal laws criminalizing consensual sex should be repealed as they violate the constitutional right to privacy.

- Passage of the Congressional Lesbian and Gay Civil Rights Bill: That a federal bill banning discrimination on the basis of sexual orientation be passed.

- An end to discrimination against people with AIDS, ARC, HIV positive status, or those perceived to have AIDS. Massive increases in funding for AIDS education, research and patient care. Money for AIDS, not for war: Discrimination based on real or perceived AIDS, ARC, or HIV -antibody positivity must be ended in the public and private sectors; funding for AIDS education), research and patient care be massively increased; these monies must come from the military budget, not existing social services

- A Presidential order banning discrimination by the federal government: That the President ban by Executive Order all discrimination based on sexual orientation in the federal government particularly in the military and in immigration; that the President end exclusion of people with AIDS or HIV-antibody positivity from government employment.

## current work

The Women's Project currently is funded to work on:

- Social Justice Project — anti-racism/human relations workshops & bi-racial forums on topics of mutual concern. Funded by the Winthrop Rockefeller Foundation.
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We believe that a few committed women working in coalition and in consensus with other women can make significant change in the quality of life for all women

## Membership

**We invite you to join us in our work by becoming a member of the Women's Project**

Name \_\_\_\_\_

Phone: Day \_\_\_\_\_ Evening \_\_\_\_\_

Address \_\_\_\_\_ Zip \_\_\_\_\_

Issues you'd like to see the Women's Project work on:

\_\_\_\_\_

I would like to contribute

\_\_\_\_ \$1,000

\_\_\_\_ \$ 500

\_\_\_\_ \$ 100

\_\_\_\_ \$ 50

\_\_\_\_ \$ 25

\_\_\_\_ \$ One day's wages

\_\_\_\_ \$10 general membership

\_\_\_\_ \$ 5 low income, students, single mothers, senior citizens

I would like to pledge \$ \_\_\_\_\_

\_\_\_\_ monthly

\_\_\_\_ quarterly

Enclose this with your tax deductible check made out to the Women's Project and send to 1923 1/2 W. 16th Street, Little Rock, AR 72202.

2224 State Street  
Little Rock AR 72206

Lynn Frost

1923 1/2 West 16th Street  
Little Rock, Arkansas 72202

**WOMEN'S  
PROJECT**

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NON-PROFIT  
ORGANIZATION  
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Little Rock, Arkansas  
Permit No. 448

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# TRANSFORMATION

Volume 2, No. 3. Women's Project, 2224 Main Street, Little Rock, Arkansas 72206, 501/372-5113. September 1987.

## For Married Working Women: Yet Another Modest Proposal

Our subject is inequality and the need for revolution, but first we need a little real life example to work from.

The source is USA Weekend, August 14-17, 1987, "A Winning Combo Plays It Close." an interview with Ray Knight and Nancy Lopez by Jonathon Walters. Who are they? Ray Knight is a star baseball player with the Baltimore Orioles, and Nancy Lopez is a top golfer, world-class. They are married, with daughters aged one and three and an eight year old son by Ray's first marriage. They both make lots of money.

Some excerpts:

*Q. As athletes, who sacrifices for the other?*

*Ray: Nancy has a golf career, she supports me, she prepares my meals, she does my clothes, and she's a tremendous mother for my kids. At the same time, she does a lot of things for charity and the public and for her profession. I just come to the ballpark and make sure I provide for my family....*

*Q. Ray, you once said you didn't know how to cook. Have you learned?*

*Ray: Nooo. I'm not going to either. I'm not cut out to do that. I don't mind changing diapers but Nancy is such a thorough mother. That answers questions about who cleans around the house or makes up the beds....*

Though they are superstars and wealthy, Lopez and Knight's marriage mirrors the circumstances of many more ordinary male-female marriages in this latter quarter of the 20th century when great numbers of women work in jobs outside the home.

In our work with women, we more frequently than not hear married working women talk about the stress in their lives that comes from holding down two (or more) jobs at once: a full-time for-pay job outside the home (frequently for low pay) and a full-time (not-for-pay) job within the home.

They talk about the need to learn how to balance more effectively their many kinds of work and to get more done in the hours allotted to them. And they talk about their concerns about being good wives, good mothers, good employees, good supportive relatives and community members. And often about their sense of failure.

What do they do? They work eight or more hours a day in a job which pays them 40-50% less than a man would make in a comparable job. Then they go home to do the work that keeps a household going: shop for groceries, do laundry, pay bills, oversee house and appliance repairs, clean house, prepare meals, etc. If there are children, this work increases exponentially into the equivalent of yet another fulltime job, adding on nurturing, training, educating, transporting, maintaining teeth and health, dealing with pets, friends, etc. And then there are commitments to extended family and community.

Sometimes the husband shares in these responsibilities, though sometimes very little or none at all. (As in our example, "I just come to the ballpark and make sure I provide for my family.") In many marriages, his share comes along the line of traditional male jobs (house and appliance and car maintenance, carrying out the garbage) and if he crosses over into traditional female jobs (washing dishes, changing diapers, cooking, cleaning house), he gets inordinate praise for it, even if the effort is minimal and at best occasional. Praising a male for the work he should be doing always reminds me of the strangeness of praising whites for acting with lessened degrees of racism.

When women talk candidly with one another, there frequently comes a moment when someone says jokingly but with longing, "What I really need is a good wife." What's being said here has nothing to do with sex, sexuality, or sexual identity: it's all about what it would be like to live and work with full support services provided for one's work life, home life, and for one's parenting. We say to each other, just imagine coming home to a cooked meal, a clean house, clean clothes freshly ironed, children cared for--just think how much more we would achieve in the world if we

## Nontraditional Jobs for Women -- New Ways to Think

Since our last issue of Transformation we have learned much as a result of our research into Women in Nontraditional Employment.

Due to the time allotted to this research, we have narrowed our scope and have dedicated our time and interest to federally funded and assisted construction. This choice was made due to federal regulations which set the goal of 6.9% participation by women in each construction craft at federally funded and assisted projects. In Arkansas the 6.9% goal is not being met and this clearly says there are some possibilities for women getting training and finding work on construction crews. The geographic area that we have targeted is Eastern Arkansas. According the Arkansas Highway and Transportation Department and other sources, in the next few years this area will have many construction projects that we're hoping will provide entry level positions for women.

What has made my convictions stronger about getting women in highway construction or any nontraditional type employment of their choice are the women that I had the privilege of interviewing who were in the on-the-job-training program in construction through the Highway Department. These women seemed to be electrically charged as if they were on a mission. I interviewed three women and each of them expressed the same feelings, "this job is a challenge!"

Each woman had experienced many days when they were ready to walk off the job, but everytime she got the urge to walk they were determined to stick it out because she was not willing to be defeated, to fail, to give the guys on the job the satisfaction of knowing that she could not survive. And surviving is real important to them. One woman shared with me that she was thirty years old and this was her first "real" job, and she appeared to be so proud. Each woman I talked with was so bright, intelligent and energetic, and most of all, they all seemed so confident and approving of themselves.

Each of these women was an AFDC recipients before entering this program. Mind you I said was. Since being on the training program each of these women are off the rolls. They have managed to secure housing for them and their children, transportation -- they are providing for their own needs. Isn't this what it's all about, women enhancing the quality of their lives?

Of course, I recognize that this type of work is not for every woman. Some women have never wanted to nor ever will have the desire to perform a task that has

traditional been done by men. But for those women with the tenacity, courage, strength, and most of all the desire, each should be given the opportunity to enter fields of their choice without restrictions and mistreatment.

I imagine many women have experienced doing "male type work", such as farming, driving the tractor, doing hauling and yard work around their homes with their husbands, fathers and brothers without receiving any pay for their work -- but that's O.K. But the very minute we apply for a paid position doing a "man's job: the red alert goes off -- we are thought to be too weak and unsuited for these jobs. Suprisingly some of these same men that we have worked with side by side -- our husbands, fathers, and brothers -- are at the head of the lines voicing their opposition to women gaining entry into traditionally male jobs.

I say, any woman who is capable of working a full time traditional job, running a household, attending to the wants and needs of her children and family and who manages to be coherent and sane, should be given the opportunity to work in construction, be a plumber, be an electrician or enter any field that is open if she so desires. These male dominated positions will not require any more strength and ability than what we as women demonstrate in performing our roles that are thought of as female.

I have the utmost confidence in this project and am willing to work to my fullest ability to bridge the gap of getting women into areas of work that they have been excluded from for years. But this will not happen without the concentrated efforts of many people in the communities across Arkansas.

I truly believe in women. I believe in their talents, their abilities, and what they can accomplish if the opportunity is made available. For too many years we have been told what we should be, what we can't do, and what we can do -- and we believed it. Now it's time for us to recognize that all the messages that we have received are not necessarily true. I sincerely want to see women, in large numbers, winning, experiencing victories, coming into their own -- and proving that they are more than capable to meet the challenges of life.

I am collecting the names of women who are presently at work in nontraditional jobs, who have been in these types of positions, or who have a desire to enter a nontraditional area of employment. If you have any of this type of information, please call us at 372-5113.



## Always on the Move.

Here we go again. In our last newsletter we announced that we had moved the office into a carriage house two blocks from where I own a house in the Central High School neighborhood. We were in the building less than four hours when we received a phone call saying that our neighbors objected to our being there because we were a business in a residential neighborhood. Since we knew our neighbors, and some of them were women friends, we tried to explain that the Women's Project had been operating out of my dining room two blocks down the street for the last five years and that we were astounded to know that anyone would object to its being in this neighborhood.

However, in less than a week our landlord received a letter from the Planning and Zoning Commission requesting that we move within 15 days.

After much searching for office space that we could afford and where we would be politically safe, we found a quite wonderful large office in an older house that is zoned for professional offices. It is more expensive than we can afford but we hope to sublet part of the space. The experience of moving into the original space cost us several work days in careful painting of the first place, over \$1200 in moving costs and equipment installation, and emotional stress.

It also removed our workplace from the neighborhood we are committed to living and working in, a neighborhood that represents so many of the issues we work for in the Women's Project. There was considerable sense of loss.

To understand what happened, one needs an understanding of the Cen-

tral High neighborhood. When Central High integrated in 1957, this neighborhood was filled with beautiful homes, some large and elegant, some more modest and middle class, all occupied by whites. After 1957, the whites left the area, most moving to the suburbs where the battle over integration of the schools still goes on in its 1987 version, and blacks moved into the area around Central High, either buying or renting houses. The neighborhood remains beautiful, filled with shade trees and kids playing along the streets.

Because of the nature of economics and racism, the neighborhood became a primarily low to middle income area. A few white people stayed--very few--and in the past 10 years, a few whites have bought some of the more historic homes in the neighborhood, restoring them and often then selling them. The neighborhood is approximately 80% black.

I have boasted that my street is one of the best in this country: fully integrated, well-kept homes, with neighbors who visit back and forth, share vegetables from their gardens, and watch each other's houses. We have an old-fashioned system of crime watch that extends to watching and caring for children, cats and dogs, and even a lovely prolonged watch for the arrival of the purple martins each spring. We are living our lives in the neighborhood, not just temporarily staying here while we ready houses for sale. We live side by side with Central High School and our 60% black, 40% white integration pretty much mirrors that of the school where we watch the kids with pleasure each day.

However, our street, in all its proud modeling of community, is not

included in the recently formed Central High Neighborhood Association, consisting of a majority of whites who live in a cluster of historic houses--even though we live directly across the street from the school that gives the neighborhood its name.

When the objection to our new office came, we were astounded by the intensity of the reaction, and with our board, we did a careful assessment of the situation to try to discover what could be the cause of such an emotional response. Even though we were told that the problem was that we were a business ("first it will be you, then an antique store, then a laundromat, then a liquor store"), we thought perhaps it was more. We thought perhaps it was our work against sexism, racism, homophobia, our insistence on building coalitions with diverse groups of people and taking strong stands on issues of gender, race and sexual identity.

However, we were assured by our neighbors that it wasn't our work. That made some sense to us since we've been working in this neighborhood since moving here in 1982. We were assured that it was simply that we were a business. Hence, we decided to attend the Central High Neighborhood Association to talk about asking for a variance in zoning that would not extend beyond our tenure to permit antique stores, laundromats, or liquor stores. We were told they would not support a variance; indeed they would fight it.

And then we finally heard what we assume was the real reason. We had just pointed out that many low-income people in the neighborhood work out of their homes, that the neighborhood houses a half-way house, a mortuary, a small college, a pre-school, and not so long ago, a

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# Dermott: Crossing the Lines

Dermott, Arkansas lays claim to being the crawfish capitol of the state.

Others call it the town progress passed by -- or the place where progress was stunted by racism, a long standing division between the black and white communities.

Near the Louisiana state line, Dermott is at the southernmost part of Arkansas delta land that lies along the Mississippi River. Here plantations have changed to smaller farms; human intensive labor has changed to mechanized farming. Cotton, rice, and soybeans prevail. Dermott has a population of 4,300: 55% are black, 45% are white; much of the population is on welfare. The only industry is a small garment factory that is in economic hard times.

For three months, the Women's Project has been working with concerned members of the community to build a coalition that cuts across racial and gender lines to work on issues of common concern. Our bi-monthly meetings have ranging in attendance from 8 - 16 have been usually equal numbers of men and women (and teenagers) from black and white communities.

In its opening session, the group discussed the need for the town to overcome racial divisions and for each person there to learn to grow and to overcome racial stereotypes. Examples were given of what Dermott had lost in the past through not moving beyond old attitudes of racial segregation. The most striking example was the loss of federal

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*For three months, the Women's Project has been working with concerned members of the Dermott community to build a coalition that cuts across racial and gender lines to work on issues of common concern.*

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dollars because of an insistence upon segregated recreational parks. The group decided that members could learn to respect one another from working side by side together and by being open and honest with each other.

The group then named these areas of primary concern: jobs, education, drug and alcohol abuse, problems with local

leadership, recreation for youth, failure of the community to work together as a whole. When discussing these issues, the group (as yet unnamed) decided that what it wanted most was to create ways for the different groups to come together and learn to work in unity for their common good.

As their first step toward this goal, the group decided to work on a project that would be nonthreatening to diverse groups of people while also providing a service to them. The first project chosen is to organize a farmers/flea market that will provide both a means of earning money for sellers and a place for others to buy goods in a town that has no local community operated market.

The group has elected leadership -- bi-racial and female -- and is working on a name, articles of incorporation, etc. Meeting will continue on a regular basis with staff of the Women's Project providing support until an organizational structure is in place.

## WORKSHOPS

**The Women's Project  
presents workshops on  
RACISM  
HOMOPHOBIA  
HUMAN RELATIONS  
BOARD DEVELOPMENT**

**If your group would like a workshop, contact us at 501/372-5113**

We often call on Sandy Maguire's abilities as a photographer to record moments of Women's Project history. Our Women's Dinner was no exception.

We apologize for not taking care with the reproduction of her photos of the Women's Dinner which appeared in our last issue.

## National March on Washington for Lesbian and Gay Rights

October 11, 1987

Those wishing to go should contact the Women's Project at 372-5113

# Counting progress of women

By Joan Beck  
CHICAGO TRIBUNE

Painting by the numbers makes an encouraging, discouraging, fascinating, predictable, unexpected, changing portrait of contemporary American women.

The picture looks like this: (Most of the numbers are culled from the new book, "The American Woman 1987-1988," put together by the Women's Research and Education Institute of the Congressional Caucus for Women's Issues.)

Percentages of varsity athletes at NCAA schools who are women: 31.

Percentage of all gold medals awarded to women in the 1984 Olympics won by the United States: 45.

Increase in the number of women holding jobs in the last 25 years: 28 million.

Percentage of dentists who are women: 6.5.

Percentage of dental assistants who are women: 99.

Percentage of all families with children that are headed by women: 20.

Percentage of working mothers whose children are in day care: 15.

Percentage of women aged 25 to 44 who are married with a husband present in the home: 72, white; 41, black.

Median weekly income for women working full time: \$302.

Median weekly income for men working full time: \$427.

Mean amount of annual child support

awarded by courts in divorces: \$2,460.

Percentage of decline in standard of living for women and children in the first year after divorce: 73.

Percentage of increase in standard of living of men in the first year after divorce: 42.

Percentage of women with college degrees who are working: 70.

Percentage of full-time employed women who are fields predominantly filled with women: 70.

Percentage of married women with children under age 6 in the labor force: 53.4.

Number of Fortune 1,000 companies with women on their boards of directors: 439.

Median income of female heads-of-household: \$13,660.

Number of women in Congress: 25; in state legislatures: 1,156.

Number of statewide elected officials who are women: 43.

Number of women on the federal bench: 64.

Number of non-farm businesses owned by women: 3.3 million.

Years of life expectancy from birth for women: 78.3.

For men: 71.1.

Percentage of voters in the 1984 presidential election who were women: 53.

Percentage of all female college students who experienced sexual harassment: 20 to 30.

Women still have a long, unfinished agenda.

## Women Lawyers Meet

During the past six years, the Women's Project has received many requests for legal advice, referrals, etc. Since Arkansas Women's Rights ceased operation after 16 years of providing referrals to women, and since Sandra Kurjiaka left the ACLU, the Women's Project has felt even more keenly the need to focus on women's legal needs.

To begin looking at those needs, we have organized an ad hoc group of women lawyers who have met throughout the summer to talk about women's legal issues. At present, the group is Little Rock based and small, but it is seeking more women from around the state to join in its work.

The goals initially set for the group are:

- to provide education on women's legal rights;
- to establish a lawyer's referral list for the Women's Project to use;
- to develop a pamphlet for women in nontraditional jobs containing information on Title VII and sexual harassment;
- to monitor the legal status of women in Arkansas
- to provide support for one another.

This work has just begun. The Women's Project will not be able to make referrals statewide until later in the year.

The group is open to women who have completed law school. It is not necessary to be practicing law in Arkansas. Those interested in joining this work should call the Women's Project at 372-5113.



## Yet Another Modest Proposal

(continued from page 1)

had those support services provided for us.

And this brings us to our proposal. First, here's the question: why should men change when in comparison to women they have it so good? Would anyone want to give up those services willingly just so the opposite sex would have more equality, more freedom, be perhaps more interesting? There was a time early in the women's movement when some feminists said that there would never be a revolutionary change in male/female relationships until women withheld their bodies from men, denying them sexual pleasure. The idea behind this was that men had to experience some understanding of loss both of pleasure and of control. This proposal never received popular backing, for many reasons. It seemed a particularly bad idea to those of us who fought for the freedom to love and be intimate with any adults of our choice, whether they be of the same sex or opposite sex--we did not want to curtail that freedom for anyone else.

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### *It's time to go on strike, permanently.*

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A more modest proposal lies outside the bedroom. The issue is not sex and intimacy: let that go on, if one desires it. But our suggestion is to draw the line on the support services. It's time to go on strike, permanently. That is, if women stopped providing more than one-half of the support services necessary to maintain a home, children, extended family, and community involvement, then the relationship between the sexes would change. Imagine a world in which girls were not trained as the primary providers of those services and boys were not given those services at an early age while being taught to expect them the rest of their lives. There is a tremendous amount of power that comes from having the time and support to go out into the world to make money, to be a part of groups and institutions that make important decisions, to take action with other "doers." Imagine women having that time and support.

A solution for those couples who can afford it might be to hire someone to provide necessary support services. If someone, particularly a woman, is hired to work in the home, that work must be honored and recognized with adequate pay. Otherwise, we contribute to the continuation of class inequities, devalued work, and the feminization of poverty.

What about women who work only "in the home?" (We all know there is no such thing as women's work that's just

within the literal walls of the home.) The work is honorable, but the problem is that it too often gets honored, if at all, only with words whereas work outside the home gets recompensed with money. If a woman chooses to provide support services for a man to go into the world to make money, then she needs a just salary; that is, access (legally, as in on paper) in cash and savings and property to half of what he makes and owns, no matter how large or small that total is. No less.

It is time for women -- whether single, married, divorced, widowed, or marriage resisters -- to begin placing high value on all the work we do wherever it is. After all, it does maintain the world. We wonder if there is any hope for equality, if women continue providing more than their share of the world's work. That United Nations Report keeps coming to mind again and again. Remember? The worldwide research showed that women do 75% of the work, receive 10% of the pay, and own 1% of the property. That report highlights how important it is in the male controlled scheme of things to keep the work of women devalued.

When women of all races and ages and circumstances have the support (services and money) necessary to do our work and when we get adequate pay for the work we provide, whether in or out of the world, we will begin to put a piece of the revolution in place.

### **Action needed on Bork nomination**

The Reagan administration has nominated Robert H. Bork to the United States Supreme Court to replace retiring Justice Powell. The Administration asserts that "ideology should not have a role in the Congressional confirmation process." Realistically, a neutral judicial posture involves making an honest effort to uphold the original concepts of civic equality, access to the judiciary system and personal liberty.

In sharp contrast, instead of striving to remain faithful to these ideals and to understand how they should be brought to live in a contemporary society,

Judge Bork asserts that power should be constrained only as it would have been in the 18th century. When he urges that judicial understanding of human relations must be grounded in "original intent", Bork intends to bind 20th century courts with 18th century assumptions about gender roles, race, and the prerogatives of the wealthy.

With this nomination, the Reagan Administration is attempting to unravel hard won civil rights gains. Write Senators Dale Bumpers and David Pryor to register your concerns about the Bork nomination.



## A Safe Home When Home Isn't Safe

### Domestic Violence Awareness Month

A Safe Home When Home Isn't Safe is the theme for the Domestic Violence Awareness Month beginning October 1, 1987. The National Day of Unity will be celebrating on October 5, 1987 by connecting the nation's first national toll free hotline for battered women and their children, 1-800-333-SAFE.

Domestic Violence Awareness Month evolved from the first National Day of Unity in 1981. The month has three purposes: to recognize battered women who have survived abusive relationships, to mourn women who have lost their lives or been injured, and to celebrate

those women and men who are working to end violence in the lives of women and children.

### Shelter Aid

The Shelter Aid is powerful national effort co-sponsored by the National Coalition Against Domestic Violence and nine participating product brands which is geared toward raising funds for the national hotline, state domestic violence coalitions and local shelter and safe home programs.

You can be involved with Shelter Aid by:

*Redeeming specially marked coupons for nine Shelter Aid brands.*  
Johnson's Baby Powder

Baby Powder Cornstarch  
BandAid  
Reach Toothbrushes  
Medipren  
PediAcare  
Sine-Aid  
Stay Free  
o.b Tampons  
Johnson's Baby Shampoo/  
Conditioner

*Collecting and mailing in proofs of purchase from Medipren and StayFree.*

**October 5, 1987**  
**Day of Unity**  
**Potluck & Picnic**  
**5:30 - 7:30 pm**  
**Boyle Park, Pavillion #1**  
**Call us for more info.**

### WP on the move.

*(continued on page 3)*

women's organizing center and a women's alcoholism residency program. The reply to us was that most of those are just the kinds of things not wanted in the neighborhood. One man said, "This neighborhood is on the way up, and we want it back the way it used to be."

And there you are. Classism and racism, those old companions, rise up again. The Women's Project would never be welcome to that small group of people because we have no desire to return to the segregated world that existed here before 1957. In fact, our work is in quite the opposite direction, putting most of our energy into eliminating the barriers that prevent us from having a truly diverse world where resources are shared in equitable ways. We like to see the diversity of the Central High neighborhood and the creative ways people earn their living. We want to make those ways easier, not harder.

We would like see to the the city give very low interest loans to people who have rented in this neighborhood for five years or more.

Gentrification by a new white racist class does not mean progress to us. We never felt it more strongly than when sitting in the neighborhood association meeting we heard members say that they would like to eliminate the ice cream trucks that cruise our hot streets playing loud tapes to draw attention and to get rid of the loud music boxes that the teenage kids carry with them on the streets. The neighborhood association succeeded in keeping out a day-care center but it failed to keep out a video arcade that is one of the few places kids can congregate. Lets hope there's not a battle over the Miracle Revival Center where people gather and sing in voices that ring out over the neighborhood. The sights and sounds of the neighborhood are still diverse, but they clearly need protection and nurturing.

So we have moved. We had some losses but there were some gains, too. We learned a lot about zoning laws, needless to say. We talked with many real estate agents and office owners and gained their support and advice for beginning to figure out ways to protect and insure the diversity and inclusiveness of the entire Central High neighborhood. It was reassuring to see how appalled each of them was to learn that a few people in our neighborhood were so limited in their vision of what makes strong neighborhoods. We gained new friends and supporters. As almost always from adversity, we grew stronger. And we found a beautiful office where we expect our staff and members and friends to be safe from harrassment.

Come see us when you are in the neighborhood. We are in the big beige house at the corner of 23rd and Main St., #2224 Main, Little Rock 72206..  
Suzanne Pharr

## Gap Between Rich and Poor Widest Ever Recorded Poor Grow Poorer

Despite three full years of economic recovery and the major federal tax cut bill of 1981, the typical female-headed household with children had less after-tax income in 1985 than in 1980, according to an analysis by the Center on Budget and Policy Priorities of just released U.S. Census Bureau data.

The Center's analysis finds that the after-tax incomes for female-headed households in the 1980s started lower and dropped faster than for other groups in the same period.

- In 1980, the after-tax income of the typical female-household with children was only 57.2 percent of the typical U.S. household for that year and was \$1,385 less than the income

of the second-lowest group, black households.

- By 1985, however, the typical female-headed household had fallen even further behind, with only 53.1 percent of the income of the typical U.S. household, and was \$2,353 poorer than the typical black family.

- In addition, between 1980 and 1985, the income of the typical female-headed household with children fell from 43.4 percent of the income of the typical married household with children to 39.9 percent. The income gap between the typical female-headed household and the typical married household grew more than \$1,300.

- In percentage terms, the typical

female-headed household received a full five percent less income in 1985 than in 1980 -- the steepest decline experienced by any group between those years.

The number and percentage of Americans who are poor declined slightly last year, but those who are poor became poorer. Overall, the new poverty data for 1986 are mixed.

- The wealthiest 20 % of families received 43.7 % of the national family income, the highest percentage ever recorded. The poorest 40% of families received 15.4% of national family income, the lowest percentage ever recorded. The 20% of families right in the middle of the income spectrum received 16.8%.

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## The Second Annual National Conference on Violence Against Women of Color, October 1988

Are you a woman of color (American Indian, Afro-American, Asian/Pacific, Latina or Middle Eastern) working in the movement to end violence against women -- working in a rape crisis program, a battered women's shelter, a hotline, a woman's organization or community center?

Do you feel isolated at times, working without a support system? Are you trying to address racism, classism, and homophobia in your home or work-place?

Are you trying to strategize around how to service women in your community while challenging your community to place issues of sexual assault, incest, battery, healthcare, violence against gays on its agenda?

We believe women of color need to create a space to explore these issues.

The conference will seek to:

- Look at violence as it relates to and affects communities of color
- Develop support systems for ourselves to take back to our communities
- Develop a National Network for women of color to share resources, skills, and information

If you're interested in helping to organize or to attend the conference, please contact any one of these members of the planning committee.

Sandra Camacho, New York Women Against Rape 212/477-0819

Elba Crespo, Mass. Department of Health 617/727-0941.

Eileen Hudon, Alexandra House, Minneapolis, MN 612/780-2332.

Loretta Ross, Women of Color Project, NOW, D.C. 202/342-2279.

Nkenge Toure, DC Rape Crisis Center, Washington, D.C. 202/232-0203.

## current work

The Women's Project currently is funded to work on:

- Social Justice Project -- anti-racism/human relations workshops and bi-racial forums on topics of mutual concern. Funded by the Winthrop Rockefeller Foundation.
- Workshops for feminist and domestic violence organizations nationally, on homophobia, internalized homophobia, and lesbian strategizing. Funded by the Chicago Resource Center.
- Southern Technical Assistance Project -- technical assistance to domestic violence programs in the South.
- Nontraditional Employment for Women Project -- strategies for providing support to women in nontraditional jobs. Funded by the Levi Strauss Foundation.

## Women's Project -- Our Goal

Our goal is social change, or as the poet Adrienne Rich writes, "the transformation of the world." We believe this world can be changed to become a place of peace and justice for all women.

We take risks in our work; we take unpopular stands. We work for all women and against all forms of discrimination and oppression. We believe that we cannot work for all women and against sexism unless we also work against racism, classism, ageism, anti-Semitism, heterosexism and homophobia. We see the connection among these oppressions as the context for violence against women in this society.

We are concerned in particular about issues of importance to traditionally underrepresented women: poor women, aged women, women of color, teenage mothers, lesbians, women in prisons, etc. All are women who experience discrimination and violence against their lives.

We are committed to working multi-culturally, multi- racially, and to making our work and cultural events accessible to low income women. We believe that women will not know equality until they know economic justice.

We believe that a few committed women working in coalition and in consensus with other women can make significant change in the quality of life for all women.

## Membership

We invite you to join us in our work by becoming a member of the Women's Project

Name \_\_\_\_\_

Phone \_\_\_\_\_

Address \_\_\_\_\_

Issues you'd like to see the Women's Project work on:

I would like to contribute

I would like to pledge \$\_\_\_

\_\_\_monthly

\_\_\_quarterly

--- \$1,000

--- \$ 500

--- \$ 100

--- \$ 50

--- \$ 25

--- \$ 10 general membership

--- \$ 5 low income, students, single mothers, senior citizens

Enclose this with your tax deductible check to the Women's Project, 2224 Main, Little Rock, AR 72206



**WOMEN'S  
PROJECT**

2224 Main  
Little Rock, AR 72206

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**NON-PROFIT  
ORGANIZATION  
U.S. POSTAGE PAID  
Little Rock, Arkansas  
Permit No. 448**

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Lynn Frost

2224 State Street  
Little Rock AR 72206

# TRANSFORMATION

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## Movement Building for the 21st Century

*This article was originally a speech delivered to the Southeast Regional Conference for Workers in the Battered Women's Movement. in November, 1987.*

For the closing day of this conference, I have been asked to speak about visioning for the future of our movement. I am honored to talk about vision but I want it known clearly that I speak of only one vision among many, for each of us has an important vision for our future and could stand here behind this microphone this Sunday morning. It seems appropriate that we speak of vision on a Sunday morning, that time of the week when many people, particularly Protestants, turn their thoughts to our spiritual life--for I believe there is nothing more grounded in the life of the spirit than the work we do. It is in this work that we come together seeking wholeness and aliveness, and it is here that we make essential connections among human beings. It is here we seek to gain hope and end despair, to make possible the best in each of us.

We have known since day one in the anti-violence movement that if we are to end violence against women, then we must end sexism. We came to recognize early on in our work with survivors of rape and battering that men commit violence against women because they can; that is, because we live in a society that gives permission to men's violence through the power of its institutions. In societies in which the incidence of violence against women is rare, there is also a corresponding equality of role and respect among women and men. Hence, for us to lower the incidence of violence, we must change the very fabric of society to include women's equality.

As the anti-violence movement has developed over the last twenty years, there have been those who strongly held the view that our essential work was to eliminate sexism while providing safety and services to victims, but other strong voices have held that we must focus directly upon victims and their need, putting other issues last. For some, this concentration solely upon victim's needs has led to doing little else for fear of losing one's place in the institutional structure that supports sexism while it gives lip service to the need to providing services to victims. To work against sexism is to challenge our institutions at their

core.

Gradually the anti-violence movement has become more focused on victims and less on social change. The government has supported this focus by providing money only for victims services, with requirements for professionals to deliver these services. Shelter programs have grown increasingly concerned with providing one on one counseling and professional support. Unnecessary conflict has arisen within the movement between the politics of social change and of service delivery, with the latter being supported more than the former by the very institutions that oppress women. And still, after twenty years, just as many assaulted women seek assistance. The central question of our movement today is why are there still hundreds of thousands of battered women?

With the concentration focused solely on the survivors of battering and rape (and in some programs, with concern for empowerment), we have often failed to recognize that every woman living under sexism is a victim or potential victim of violence. We have created a false separation between those who are visible victims and those who are not. When Diana Russell's studies show that 38% of girls under 18 will be sexually assaulted and that 65% of women of all ages will be sexually assaulted, we begin to understand how we all live under the threat of violence--and these numbers do not include battering or marital rape.

This separation is as false as the one that assumes that only such people as Winnie and Nelson Mandela or those killed by police in South Africa are the victims of apartheid--when it is clear that every woman, man, and

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***"We can provide services forever to those who suffer physical abuse from oppressive systems but this work by itself will not lead to the end of that system and the victims it produces."***

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child in South Africa is a victim of apartheid. Some are simply the more visible examples of its terrible effect--and that is the case for survivors of battering and sexual assault also: these women are the visible, physical and personal examples of the extremes of sexism.

We can provide services forever to those who suffer

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# Building A Movement

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physical abuse from oppressive systems but this work by itself will not lead to the end of that system and the victims it produces. We must work with all who because of gender live under the threat of violence, and we must change the society so that permission is not given to all the methods of sexism which in the end lead to violence.

Simultaneously with the increased focus on victims has come the disappearance of many of the woman-created organizations and institutions that have been in active resistance to sexism. Recently, the only women's bookstore in New York closed, following the pattern of too many other women's bookstores in the last ten years. Some of our women's newspapers have stopped publication, and all over the country, dozens of women's centers have closed. Smaller cities and communities in particular have been hit hard. What remains as a central women's organization in many communities is the battered women's shelter or rape crisis program. Many of these

***"We can begin by eliminating the false separation between battered women and other women by recognizing that battered women crystallize for us the horrors of sexism while highlighting the needs of all women for safety, jobs...."***

are combined into one battered women's program. To end violence against women (that is, by working on the environment that produces it), we must expand our idea of what these battered women's programs do. For some time in the battered women's movement, we have argued that we need to return to our beginnings, our early politics. I argue that we should not return. We had a good beginning but our vision was not broad enough and not inclusive of enough people. We should honor these roots but instead of trying to force the change backward, we should be intentional in a strategy to create the new or changed movement that we want.

We can begin by eliminating the false separation between battered women and other women by recognizing that battered women crystallize for us the horrors of sexism while highlighting the needs of all women for safety, jobs, transportation, childcare, housing, health care, legal rights, etc. Then we can work to expand our battered women's programs to make them include the needs and work of women throughout the community. The shelter can be the center for organizing activity in the work against sexism. Violence is the symbolic emblem of

sexism, and the movement we make around this symbolic core is not just a battered women's movement but a women's movement with battered women at the heart of it. Our battered women's shelters are the most widespread women's change organizations in the country and consequently are already situated to bring women together as peers to work on behalf of all women. Women hunger for places to be with other women and to work together, and battered women's programs can be the catalyst for women to gather together to work on the behalf of women.

In this process, we must widen our vision to include all women. We must understand how sexism and racism are joined to provide the two groups necessary to provide low or non-paid labor to support white male economic power. And we must understand how homophobia is a major weapon for keeping sexism in place. Our vision differs from our political vision of twenty years ago because we now know there is no single issue: we now see how the economics of sexism and racism touch all our women's issues: education, training, jobs, childcare, health and insurance, transportation, housing, aging, disability, reproductive rights, legal rights, and safety--the issues of every woman.

As organizing, gathering centers for women, battered women's shelters should provide

- A place and opportunity for women as peers to discuss their lives with each other and to decide on the work they want to do together for change;
- Information: books, films, newspapers, records, etc.

From meeting together, women might choose to develop:

- A legal group to monitor women's legal issues and to educate
- Consciousness raising groups and support groups on specific issues
- Groups that do direct action and civil disobedience
- Groups that work on women's economic issues
- Groups that work on related social justice issues such as racism, homophobia, classism, anti-semitism, etc.
- Groups that work to create women's culture.

How does this work? It requires involvement of all kinds of women from the community getting together and looking at

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## Nontraditional Jobs: Eliminating the Stereotypes

On October 15 the Women's Project submitted our Women in Nontraditional Employment Project final report to the Levi Strauss Foundation which concluded the four months that had been awarded the Women's Project to seek information regarding nontraditional employment for women.

The Women's Project is very grateful to the Levi Strauss Foundation for having the vision to recognize that this project was one of value and very useful in exploring various alternatives for women in Arkansas to improve their economic status.

During the planning period we were able to determine that 77% of the women in Arkansas in 1985 generally worked in nonprofessional occupations, i.e., clerical, sales, service, factory and plant jobs which pay relative low wages and present women with limited opportunities for upward mobility.

In Arkansas, women are drastically underrepresented in nontraditional jobs. Out of 2,200 Arkansas Highway and Transportation Department employees working in construction, only 60 to 70 of the workers were women. There are 106 apprenticeship programs registered with the Bureau of Apprenticeships and Training with a total of thirty-three (33) women participating in only nine (9) of those programs. There are approximately 2,524 union members in the construction trades; with only thirteen (13) of those being women.

According to the Summary Occupations by Sex and Race/Ethnicity published by the Arkansas Employment Security Division, only 17% of the executive, administrative

and managerial positions in Arkansas are held by women.

In attempting to answer the question of why more women are not making the choice to pursue training and employment in occupations that are well paying and usually held by men, many possibilities were brought to our attention. Our educational system does not adequately prepare or offer women career guidance information in historically male dominated occupations, which restricts women from evaluating a nontraditional job as a viable career choice.

Often times women limit themselves because they see nontraditional employment as being unfeminine or feel guilty about doing male identified types of employment because they view this as taking work away from men.

One of the major restrictions to women participating in nontraditional jobs is the treatment that they receive by men on these jobs. Too often women must face sexual harassment, sexual discrimination and very unfair working conditions, which contributes to the difficulties of women entering and surviving in nontraditional types of employment.

In the State of Arkansas there are several organizations and agencies that provide training and exploration of employment opportunities to minorities, disadvantaged individuals and women. Some of these programs have provided training and placement of their participants in nontraditional occupations; but none are specifically geared toward women entering nontraditional employment.

The Women's Project strongly feels that the nontraditional job market is

a viable alternative for women in Arkansas to improve the quality of their lives and enhance their economic status.

Many sources are predicting that the construction industry is growing. Construction occupations are expected to grow nationally between 11 to 19 percent by 1995.

A recent 120 page study for Congress' Joint Economic Committee found that nearly 1.2 trillion dollars must be spent over the next 16 years repairing or replacing the nations crumbling roads, subways, sewers and water ways.

Construction employment in Arkansas will increase by 12,230 jobs (41%) by 1995 primarily because of residential construction.

In response to the knowledge that there are available job opportunities for women in nontraditional fields, the Women's Project has designed a program that will give women information, training and support to enter traditionally male jobs. The Project has a four pronged approach:

- Orientation program designed to acquaint 125 women with non-traditional job opportunities.
- Three week preparatory program for 50-75 women who have made the decision to pursue a career in a nontraditional trade. The program will run through 5, 3 week cycles with a goal of placing 50% in apprenticeships or on-the-job-training.
- Ongoing support groups for women in nontraditional trades.

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# Visioning a Future for Our Movement

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issues that affect their lives. It requires that community women not think of themselves as "helping" battered women but as working side by side with them. It requires peeriness. It requires that we name our own needs and know that we have the ability to develop our own strategies, to solve our own problems. It requires making the connection between violence and sexism. It requires that women recognize that all women live under the threat of violence. It does not necessarily require more staff. In fact, there will be more women available to do the work of the center. However, when the focus changes, it may require changing the name to be more inclusive of all women. The work with battered

women will still be at the core but will only be one important piece of the larger work, of the overall vision of change.

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***"Battered women's programs will be recognized as organizing a frontal attack against sexism and consequently there will quite likely be a counterattack."***

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Finally, we must recognize that this expansion requires courage. Battered women's programs will be recognized as organizing a frontal attack against sexism and consequently there will quite likely be a counterattack. The favorite one, of course, is lesbian baiting or red baiting. We will know we are doing our work well when the counter-resistance comes. (If we are not labeled lesbians or commies, we are no doubt doing our work too safely and without significant risks--we are

"making nice.") But we will survive it. Our strength will be drawn from the gains we receive. There will be renewed hope for women through involvement in real issues that affect our lives: we must remember that movement is created from rising expectations. Genuine empowerment will happen as women state their own concerns, name their own needs, and move forward together to make change. There will be less isolation (which prevents movement building) and more support as women work together. There will be no argument about professionalism because women will be working together as people of equal worth. We will gain hope and end despair. We will see a chance for our many tomorrows in a world that supports our lives.

*Suzanne Pharr*

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## Nontraditional Jobs for Women: Breaking out of Stereotypes

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- Advocate to increase nontraditional job opportunities.

The design of the program that we are proposing has been created based on information that we gathered from organizations in other areas of the country that offer nontraditional employment training for women. Programs such as Prep, Inc., in Ohio and Women in Trades, in Memphis, Tennessee share the philosophy that in order for women to be able to seek nontraditional employment and to successfully survive in those jobs, they must receive some information

about what it means to work in a nontraditional job, skills training, physical fitness and ongoing support. In developing the Women in Nontraditional Employment Project

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***"The nontraditional job market is a viable alternative for women in Arkansas to improve the quality of their lives and enhance their economic status."***

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we need your help. We are in the process of collecting the names of women who are presently or who have the desire to seek employment in nontraditional jobs. Also we are

looking for women with talents and skills in shop math, blue print reading, financial planning, physical fitness and health issues who would be interested in offering us information or willing to share their skills. Your input is very valuable so, please feel free to call us with questions, comments or resources at (501) 372-5113. Hopefully, in our next newsletter we will be able to report that we have received funding and have started the Women in Nontraditional Employment Project. We truly feel that this program will be beneficial to women in Arkansas.

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## News around the U.S. Poll shows public is more sympathetic about Aids

Americans have become much more supportive of AIDS victims in the last few months, taking a broader view of their legal rights, A Gallup Poll has found.

Opposition to allowing employers to fire AIDS victims has increased sharply, while fewer citizens favor mandatory identification cards for people with AIDS. Support for treating AIDS sufferers with compassion has also become more widespread.

"A striking shift in public attitudes toward AIDS has taken place..." a report on the survey concluded.

The poll also documented strong public concern about the spread of AIDS, with 51% predicting that the disease will reach epidemic proportions in the general population.

"I think over the past few months people have become more aware of the many aspects of the AIDS crisis, and have begun to relate those aspects to their thinking of justice and the place disadvantaged people have in our society," says Kenneth A. Briggs, editor of the Gallup Poll.

People have become more familiar with issues related to AIDS partly because the news media has concentrated on the topic and partly because of personal contact with AIDS, victims and their families," Briggs says.

In the poll, a 64-to-25 percent majority disagreed with the statement that "employers should have the right to dismiss an employee because that person has AIDS." Eleven percent were undecided. The last previous survey taken in July, found a 43-50-33 percent plurality disagreed with that view, with 24% undecided.

A 54-to-38 percent majority favored mandatory identification cards for AIDS victims and 8 percent were undecided. In July, a larger 60-24 percent majority expressed that view, while 16 percent were undecided.

Moreover, 87 percent agreed that "AIDS sufferers should be treated with compassion," up from 78 percent. Fifty percent disagreed with the statement that "I sometimes think that AIDS is punishment for the decline in moral standards," compared to 43 percent in July.

On questions asked for the first time, seven in ten people opposed isolated AIDS victims from society and 25 percent said they would refuse to work alongside someone with AIDS. Three in four said landlords should not have the right to evict tenants with AIDS.

At the same time, a 53-to-37 percent majority agreed that "the government" is doing too little to deal with the problem.

*Washington Post*

### Poll shows blacks, women concerned about poor

In a trend that could have a political significance for the 1988 presidential campaign, Southern blacks and women are becoming increasingly concerned about issues that affect the poor. In addition, the gap between men and women and between whites and blacks in the South appears to be widening, with economic issues as the main agree of disagreement. In a September pol conducted by the Atlanta Journal-Constitution, 80 percent of blacks said they were concerned about unemployment, while only 50% of whites registered concern. While those figures represent the most extreme example, a similar pattern emerges in the responses to questions about several pocket book issues which are of great concern to people on the lower end of the economic spectrum: social security, the homeless, farm prices, inflation, taxes, education, and catastrophic

health insurance. The Poll of 6,452 potential voters in 12 Southern states seems to suggest that the gender gap is real, and it indicates that the two races are still divided in their outlook.

*Arkansas Gazette*

### Study shows women frustrated with men

Shere Hite, the researcher, has released a new report on female sexuality -- seven years in the making -- that showed 88 percent of 4,500 women surveyed indicated they feel frustrated in their relationships with men; 70 percent of those married more than five years have engaged in extramarital affairs, and only 13 percent of those married more than two years said they are in love with their husbands.

*Arkansas Gazette*

### "Arkansas among 10 top swatters"

An estimated 2 million incidents of paddling, ear twisting, hair pulling and other forms of

corporal punishment occur in the nation's schools annually according to a report prepared by Temple University's National Center for the Study of Corporal Punishment. Arkansas is among the 10 top swatters in the country.

*Arkansas Gazette*

### Women not so jealous

Contrary to myth, women are not habitually jealous and suspicious of other women, according to a mail-in survey of more than 50,000 readers of Women's Day magazine released at New York. "The old notion that women are catty to each other just isn't true," Ellen R. Levine, editor-in-chief of the magazine, said.

"They not only value their own feminine relationships, they also feel good about women in general.

"In fact, the overwhelming majority wouldn't choose to be men if they could do it all over again.

*Associated Press*

### Disabled disrupt transit convention

Disabled people demanding better access to mass transit systems nationally blocked buses at a transit association convention in San Francisco. During the two day protests over 45 activists were arrested during a rally of 500 disabled persons.

*Associated Press*

### Not enough caffeine

Long before she withdrew from her bid for the presidency, Pat Schroeder had said ruefully, "The candidates are so up tight, controlled, contained and manicured, there's not enough

### Give the Women's Project a gift for the holidays...

- Card tables and chairs
- Easel Paper
- Adding Machine
- Paper Products
- Silverware
- Plants
- Small tables



# current work

The Women's Project currently is funded to work on:

- Social Justice Project -- anti-racism/human relations workshops and bi-racial forums on topics of mutual concern. Funded by the Winthrop Rockefeller Foundation.
- Workshops for feminist and domestic violence organizations nationally, on homophobia, internalized homophobia, and lesbian strategizing. Funded by the Chicago Resource Center.
- Southern Technical Assistance Project -- technical assistance to domestic violence programs in the South.
- Nontraditional Employment for Women Project -- strategies for providing support to women in nontraditional jobs. Funded by the Levl Strauss Foundation.

## Women's Project -- Our Goal

Our goal is social change, or as the poet Adrienne Rich writes, "the transformation of the world." We believe this world can be changed to become a place of peace and justice for all women.

We take risks in our work; we take unpopular stands. We work for all women and against all forms of discrimination and oppression. We believe that we cannot work for all women and against sexism unless we also work against racism, classism, ageism, anti-Semitism, heterosexism and homophobia. We see the connection among these oppressions as the context for violence against women in this society.

We are concerned in particular about issues of importance to traditionally underrepresented women: poor women, aged women, women of color, teenage mothers, lesbians, women in prisons, etc. All are women who experience discrimination and violence against their lives.

We are committed to working multi-culturally, multi- racially, and to making our work and cultural events accessible to low income women. We believe that women will not know equality until they know economic justice.

We believe that a few committed women working in coalition and in consensus with other women can make significant change in the quality of life for all women.

## Membership

We invite you to join us in our work by becoming a member of the Women's Project

Name \_\_\_\_\_

Phone day( ) \_\_\_\_\_ night( ) \_\_\_\_\_

Address \_\_\_\_\_ City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Issues you'd like to see the Women's Project work on:

I would like to contribute

I would like to pledge \$\_\_\_

\_\_\_ \$1,000

\_\_\_monthly

\_\_\_ \$ 500

\_\_\_quarterly

\_\_\_ \$ 100

\_\_\_ \$ 50

\_\_\_ \$ 25

\_\_\_ \$ 10 general membership

\_\_\_ \$ 5 low income, students, single mothers, senior citizens

Enclose this with your tax deductible check to the Women's Project, 2224 Main, Little Rock, AR 72206

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