

WOMEN'S VU

August 1980

A publication for and about women
at Vanderbilt University

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"VOICES" HEARD IN ST. AUGUSTINE'S

Looking for something to do? Does an evening of theatre sound interesting? How about a free evening of very special theatre? We've got it waiting for you.

Vanderbilt's Women's Center is co-sponsoring with the Sarratt Performing Arts Committee and Saint Augustine's Chapel a production of *Voices* by Susan Griffen. Performances are at 8:00 p.m., Thursday through Sunday, August 28-30. St. Augustine's Chapel, 24th Avenue S., is being used as the "theatre".

Voices is about 5 people. Though not "minist" in an activist sense it is feminist in that what is said is characterized by the fact that these people are all women. In age, they span some 55 years ranging from the mid-twenties to about eighty. The span of their experiences is incalculable.

The youngest is Rosalinde, a free-spirited art student. She is a modern day romantic who delights in dreams and believes in impulses and experimental lifestyles. Yet she struggles to build relationships as she searches for the answers. She declares, "The joy of life is in the unexpected" and "I will not be crushed."

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The Rape and Sexual Abuse Center of Nashville and Davidson County will give workshops on self-defense for women on Wednesday, September 17 and Tuesday, October 14. These workshops will be held in 203 Sarratt from 7:00 p.m. to 9:00 p.m.

The Women's Center can arrange additional workshops for residence halls, sororities, on the Peabody campus or in Sarratt upon request.

Mauksch Teaches New Women's Course

In cooperation with the YWCA, the Women's Center has initiated a program of continuing education for women in Nashville. During the coming year, three six-week courses will be offered. All courses will be held at the YWCA on Woodmont Boulevard and will be taught by members of the Vanderbilt faculty.

Ingeborg Mauksch, the Valere Potter Distinguished Professor of Nursing at Vanderbilt, will teach the first course, which is entitled "Health and Fulfillment: An Analysis of Health Care for Women." Professor Mauksch will lead the class in an exploration of traditional and current values about health care and will contrast past and present medical and health care practices.

Professor Mauksch's class will meet on Wednesday afternoons, 2:00-4:00 p.m., beginning September 17 for six weeks. The fee for the class is \$30.00. For persons who are not members of the YWCA, there is the additional requirement of \$10.00 for annual membership.

To register for the course, call the Women's Center or the YWCA. Pre-registration and payment are required in order to reserve space. All classes are restricted to no more than twenty participants.

Two courses are scheduled for spring term on somewhat different topics. Professor Ljubica Popovich of the Department of Fine Arts will be offering a course on art history; the precise topic will be announced in January. The other spring course will be offered by Professor Jeanette Norden of the Medical School, and is entitled "Images of Women in Psychotherapy." Dr. Norden's course will investigate the ways women's emotional problems are dealt with by different

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**ALTERNATIV
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København 1980**

Open House Features Exhibit From UN Forum

The Women's Center will hold Open House on August 26th, from 1:00-3:00 p.m. in cooperation with the Opportunity Development Center at their shared quarters, E-2 West Side Row, behind Tolman. We hope students from all schools will come by to say hello and find out a little bit about the Women's Center.

A feature of orientation will be the opening of an exhibit on the international World Conference of the United Nations Mid-Decade for Women that was held in Copenhagen in July. Nancy Ransom, Director of the Women's Center, represented Vanderbilt University at the alternative conference, the Non-Governmental Organizations Forum.

The materials on display include reports from the United Nations official Conference as well as literature from various groups represented at the N.G.O. Forum which Ms. Ransom attended.

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VANDERBILT'S AFFIRMATIVE ACTION PLAN: A REPORT

This is the first part of an article by Pat Pierce, the Assistant Director of the Opportunity Development Center, which will be continued in subsequent editions of the Women's VU.

Recently, as a result of a review conducted by the U.S. Dept. of Labor, Office of Federal Contract Compliance Program (OFCCP), Vanderbilt University developed a new 1980 Affirmative Action Plan. Copies of the Plan are available in key administrative offices of the University, the Main Library, and the Opportunity Development Center at E-2 West Side Row. Information sessions are being planned by the ODC staff to familiarize various administrators, managers, and directors with the contents of the new plan and the procedures for implementation and reporting on an annual basis.

The responsibility of coordinating and monitoring the University's Affirmative Action Plan (AAP) is vested in the staff of the Opportunity Development Center (ODC), which is composed of a Director, Assistant Director and Staff Assistant. The ODC's responsibilities, as identified in the AAP, include but are not limited to:

- 1.) Developing policy statements, affirmative action programs, and internal and external communication techniques
- 2.) Assisting in the identification of problem areas and establishment of goals and objectives
- 3.) Designing and implementing audit and reporting systems that will:
 - a. Measure effectiveness of the contractor's programs
 - b. Indicate need for remedial action
 - c. Determine the degree to which the contractor's goals and objectives have been attained
- 4.) Serve as liaison between the contractor and enforcement agencies, minority organizations, women's organizations and community action groups concerned with employment opportunities of minorities and women

- 5.) Conduct periodic audit of training programs, hiring and promotion patterns to remove impediments to the attainment of goals and objectives
- 6.) Hold regular discussions with University officials, supervisors and employees to keep them informed of latest developments in the entire equal opportunity area and to be certain the University's policies are being followed. Supervisors will be informed that their work performance is being evaluated on the basis of their equal opportunity efforts and results, as well as other criteria.
- 7.) Conduct a review of the qualifications of all employees to ensure that minorities and women are given full opportunities for transfers and promotions
- 8.) Ensure that career counseling is available for all employees
- 9.) Conduct periodic audits to ensure that each University facility is in compliance in areas such as:
 - a. Posters are properly displayed
 - b. All facilities which the University maintains for the use and benefit of its employees are in fact desegregated, both in policy and use
 - c. Minority and female employees are afforded a full opportunity and are encouraged to participate in all University sponsored educational, training, recreational and social activities.
- 10.) Reporting the status of the Affirmative Action Program and its recommendations to the President of the University on a quarterly basis.

The Women's Faculty Organization invites all women faculty members and administrators to join. Dues of \$5.00 per year should be sent directly to treasurer Linn Hammergren, Box 5194, Sta. B. Members will be informed of meeting times by mail. For more information, call Joyce Laben, President, at ext. 3524.

Chancellor Heard and President Fields issued a new policy statement confirming the University's Commitment to Affirmative Action. The new policy is reflected in the following excerpts:

- 1.) Vanderbilt University, through responsible officials in compliance with its affirmative action obligations, will recruit, hire, train, and promote persons in all job titles, without regard to race, color, religion, sex, national origin, age, handicap or status as a disabled veteran or veteran of the Vietnam Era, except where age and sex are bona fide occupational requirements, or where a specific disability constitutes a bona fide occupational disqualification.
- 2.) University officials will base employment decisions on the principles of equal employment opportunity consistent with our intent to achieve the goals outlined in our Affirmative Action Plan.
- 3.) University officials will take affirmative action to ensure that promotion decisions are in accord with () principle of equal employment opportunity by imposing only valid requirements for promotional opportunities.
- 4.) University officials, in compliance with Vanderbilt's affirmative action obligations, will ensure that all personnel actions such as compensation, benefits, transfers, layoffs, return from layoff, University sponsored training, education, tuition assistance, social and recreational programs, will be administered without regard to race, color, religion, sex, national origin, age, handicap, or status as a disabled veteran or veteran of the Vietnam Era.

An Affirmative Action Program for handicapped individuals and disabled and Vietnam era veterans has been developed too. The intent of the program is to actively recruit, hire, and advance in employment qualified handicapped individuals, disabled and Vietnam veterans.

Pat Pierce's article will continue in the October issue with an explanation of the Sex Discrimination Guidelines and identification of Vanderbilt's Affirmative Action goals and objectives.

Staff Lunches Continue

On the last Friday of every month, staff women are invited to bring their lunch to the Women's Center at E2 West Side Row, to meet with other women who are employed at Vanderbilt. The Women's Center provides beverages. The lunches last from 11:30 a.m. to 1:00 p.m.

Plans are under way to find space on the Peabody campus and at the Medical Center to begin additional brown bag lunches for staff at these locations. Watch for posters and announcements.

Open House . . .

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Posters, pamphlets, documents, newspaper clippings, and a variety of items that were sold to raise money will comprise the exhibit. In addition, photographs of the Forum will be on display, and tape recordings made in panel discussions, round table discussions, and workshops will be available.

While in Copenhagen, Ms. Ransom met women from other countries who are involved in publishing, with Women's Studies, and with political activities on behalf of equal rights for women. One of these persons, Ikuko Atsumi, an associate professor at a university in Tokyo, has edited a book written in English about women in Asia. Two copies of this interesting volume are available at the Women's Center and will be on display.

The main themes of the Conference and the N.G.O. Forum were peace, equality, and development. The discussions and workshops focused on strategies to reach these broad goals, particularly women's health, employment, education, and economic development in those countries that still are not industrialized.

While the Forum was often marked by controversy and differences of opinion, there was no question that the 7,000 participants were unequivocally committed to equal rights for women.

It is evidence of Vanderbilt's commitment to sex equality that Nancy Ransom was sent to the Forum as a representative of the University. Ms. Ransom is preparing a written report of her trip for the President and the Women's Center Advisory Board, which will be on file at the Women's Center after October 1st.

As a new academic year begins, this is a good time to remind ourselves about issues regarding security on and around campus. I had a conversation recently with Col. Mac Tweed, Director of Campus Security, and asked him what he thought students ought to be most aware of to maximize their own safety and the security of their property at Vanderbilt.

Col. Tweed made the point that Vanderbilt is a relatively safe campus, but that safety depends in part on good sense. It is important to realize that leaving doors or cars unlocked even in the daytime invites theft, and that walking around alone at night in dark places can be dangerous for women or men.

An escort system at Vanderbilt is organized through Campus Security. Although Campus Security tries to provide an adequate number of escorts during the academic year, there are times when more people need an escort than are available.

Last year approximately 100 escorts were available each night, either walking or in cars. The average length of time callers had to wait for escort service ranged from 3 to 15 minutes.

While Security is responsible for patrolling the University property, Metro police patrol adjacent off-campus property. Newcomers to the university should know that the non-campus areas adjacent to Edgehill, 18th and 19th Avenues, for instance, are fairly high crime areas. Muggings have occurred here even in the daytime. Everyone who works or lives in these areas should know that awareness minimizes victimization. If you are walking around these areas, always be alert and keep in full view of the street.

The 1980 National NOW Conference will be held in San Antonio, Texas, October 3rd, 4th, and 5th. This year's conference will concentrate on developing NOW's directional policies for the next year. For more information contact the Nashville NOW Chapter, P.O. Box 120523, Nashville, Tennessee 37212 or write '80 National NOW Conference, P.O. Box 7813, Washington, D.C. 20044

Col. Tweed stresses that thefts have been increasing in and around the campus. Negligence invites thefts; precautions such as always locking your car can help prevent crime.

In the fall semester, the Women's Center will sponsor workshops about rape awareness and self-defense, which are publicized elsewhere in this issue, and which are open to the entire university community. Similar workshops are held in residence halls and in sorority houses, and can be scheduled for any group which requests them.

In the event of assault or theft, or any threat to person or property at Vanderbilt, the victim should immediately contact Campus Security. Women who have been victims of assault and desire personal counseling can be assisted through the Women's Center.

-Nancy Ransom



Women's Center Receives Painting

Louise Smith of Nashville, a Vanderbilt graduate, has made a gift to the Women's Center of Cynthia Allin Markert's painting entitled "Agony Minus Eros."

The painter is a Knoxville resident who received her fine arts degree from the University of Tennessee in 1977. She has recently exhibited her work in a one woman show here in Nashville at the Check Gallery in the Parthenon.

The large canvas portrays two women backstage at a theater. The dominating blue tones capture the tragic mood of the painting, which conveys distance and separateness of spirit in spite of physical proximity.

The painting can be seen during office hours in the Conference Room/Resource Center which the Women's Center shares with the Opportunity Development Center.

"VOICES" . . .*continued from page 1*

Erin is a much weaker woman. She is dependent on others but cannot reach towards them in a committed manner. A defeatist on the verge of suicide, Erin has vivid and horrifying memories of her mother's insanity and her twin brother's overdose death. For her "life has been too painful."

Maya is a divorced mother of two, who is nearing the completion of her dissertation. She is a product of the 60's, an activist who was forced to realise the terror of doubting and then having the Cause lost. At times, she speaks with bitterness or sarcasm, always with strength. She says simply, "I do what is necessary."

Grace "retired into marriage" and motherhood so completely that she now confesses "you ask me about my future and I tell you about my children." Those children are finally grown, and Grace is left to once again recognize herself. She admits some regrets, but maintains hope and love for the future.

The actress, Kate, opted for a career rather than a family because "One's skills can never be taken away." She looks back on a wonderfully varied life, pausing only rarely to question the choices she made. Driven by intelligence, vitality and simple beliefs, Kate continues to be a self-reliant survivor.

These women speak directly to the audience in a series of overlapping

monologues. It is not, however, a Reader's Theatre presentation. In fact, *Voices* is a completely unique theatre experience. The speeches are painfully real, touchingly personal, and their imagery and structure are reminiscent of a choral arrangement. The characters interact with the audience members rather than with each other. It is a powerful script and the intimacy of the chapel area enhances the play's honesty.

Under the direction of Nancy Shulte, the cast and crew are an unusual mix of age and backgrounds. Ms. Shulte has worked with Circle Theatre and Vanderbilt Theatre, and has been a teacher and a director at both Aquinas and Saint Cecilia.

Her assistant is Leslie Eiring, a student and active with the Vanderbilt University Theatre. The stage manager, Lillian Landau and the costume designer, Janet Addis, were both active in the Vanderbilt University Theatre through their graduation last May. Lindsay Smith and Lee Johnson, respectively light and sound director and set designer, are both accomplished technicians who have worked on the Vanderbilt campus as well as at Opryland. The cast itself includes: Jane Jones, Rickey Schuller, and Melissa Harrison, all of whom appeared in Circle Theatre's 79-80 season; Leigh Campbell, a member of the Vanderbilt Theatre; and Suzy Bell who has been active in theatre in Florida.

**SOUND ADDED TO
21 ST AVE. CROSSWALK**

An audible sound crossing system has been installed at the crosswalk at the corner of 21st Ave. and Garland to aid the handicapped in crossing the busy intersection.

The system causes a loud, beeping sound to be heard when the crosswalk sign changes to "WALK."

According to Pat Pierce, Assistant Director of the Opportunity Development Center, Vanderbilt had enough handicapped students to justify the system, which was recently installed by Metro.

**Mauksch Course . . .***continued from page 1*

schools of psychology, including clinical psychoanalysis, behavior modification and transactional analysis. Enrollment for spring courses will be in January.

Volunteers are needed to work on *Women's VU*. If you would like to be a reporter or help edit, stick labels, and distribute the *Women's Center* newsletter, please call 322-4843.

We are scrapping our old mailing lists after this month's edition and beginning anew. To continue to receive *Women's VU*, please return the form below to the Women's Center, Box 1513, Sta. B. *Mailing labels will be typed exactly as submitted to us.*

We regret that a \$2.00 annual fee must be charged for subscriptions sent to *home addresses*. No charge is made for the subscriptions mailed to Vanderbilt University boxes or offices.

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Address _____

____ Faculty ____ Staff ____ Student

Interested person



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