



D.C. Women's Center FEB. 77

SOPHIE'S PARLOR IS BACK!

The Sophie's Parlor Media Collective has announced the opening of listener-supported radio station WPFW-FM, 89.3, in DC. As part of this station, they will resume programming their show of women in music "Sophie's Parlor" (Tuesdays 2-6 PM) and re-instate their public affairs show which they have named "A Woman's Story" (Wednesdays 1:30 PM, Friday 8:00 PM).

Presently, Sophie's Parlor is a collective of 5 women (one of whom is the Chief Engineer at WPFW) and 4 trainees. Some of the group's goals are: to destroy myths and present healthy alternatives to what has been our traditional status as women -- to highlight the much neglected contributions of women in all fields of music with a special emphasis on local women -- to combine entertainment and information covering a broad spectrum of topics and viewpoints in a way which will appeal to a truly diverse audience -- to be accountable to their listeners/readers . . . to hear and respond to ideas and criticisms from the community.

Their music show, Sophie's Parlor, features women as instrumentalists, composers, arrangers and producers as well as the better-known singers and lyricists. The collective programs using a "magazine" format, incorporating news articles, record, concert, movie and play reviews, announcements of services and events, and interviews.

"A Woman's Story" is a weekly public affairs

show which examines issues and events ranging in scope from the national and international to "just down the street." They attempt to include as many aspects of women's lives as possible and their goal is to let you hear about the positive aspects of our lives -- our artistic achievements, our heritage of strong women and progressive changes being made every day in the way of health care, employment, housing, child care, education, legal rights, etc.

This past year Sophie's began a technical training program to teach radio skills to community women. Sharing knowledge with women who otherwise would probably not have access to the media is part of their ongoing commitment. They conduct workshops which cover basic engineering skills; music set planning (genres, themes, historical context of recorded music from the past); interviewing techniques (formulating the idea, researching, pronunciation, diction and delivery, bringing out the best in your guest, editing and refitting pieces to create a collage of voices, music, poetry, etc.); study sessions covering knowledge needed to pass the FCC exam for third class radio operator's license, and more.

If you are interested in finding more about the Sophie's Parlor Media Collective, write to: Sophie's, Inc. Post Office Box 32319, Washington, DC 20007 -- or call the station on Tuesday afternoons between 1 and 5 PM at 223-8520.

For Amelia

review:

A GUIDE TO ELIMINATING
SEX DISCRIMINATION

In a small room
I see your picture on the wall;
The plaster is peeling
And I am alone,
Falling in love
With what little I know
And see of you.

Transported,
I am flying with you;
At night
The instrument panel
Dimly lights your crafted face
And handsome eyes.

You are real.
We do not speak;
There is a grace
About your atmosphere. . .
Of purpose, of direction,
Accomplishing so much work
Of great importance,
By flying your airplane.

They talk about your marriage,
Yet you did not take his name
Nor did you bear children;
For your loyalty is riveted
To this frame,
And with such gentleness and spirit,
You move with this humming craft
As if it were a woman.

I am stronger for being with you;
And I must leave now.
Silently
You have told me
That there is so much to do.
My head is resting on your shoulder;
I see the horizon
Becoming distinct.

For reaching farther than ever,
Non-conformist, free woman,
On this flight
You are not planning to bend
With the earth's blue curve.

Fifty per cent of all municipal employees and forty three per cent of all state employees are women. Although more than five million women make up the public work force, women are faced with deep rooted, systematic, interconnected patterns of discrimination. Far from being leaders in ending sex discrimination, state and local governments are prime offenders.

In The Forgotten Five Million: Women In Public Employment* Catherine Samuels of the Women's Action Alliance presents comprehensive background, legal, and highly practical information as a guide to eliminating sex discrimination. She highlights the serious problems and provides specific, concrete information on what women can do to improve their employment status, making this the definitive workbook/handbook for those who seek to bring about change.

"How do you know when it's happening to you?" Sex discrimination exists in a variety of forms--some of them are obvious e.g. you are paid less than male employees who are doing similar work, others are less obvious, e.g. when you applied for a job or a promotion, your previous or current community volunteer positions were not considered as qualifying work experience. Samuels provides a checklist of discriminatory situations which a woman may encounter in the areas of equal pay for equal work, job opportunities, advancement, employee benefits, leave, and termination policies.

The larger part of Samuels' book is actually a detailed workbook designed to facilitate women's efforts to eliminate discrimination by providing specific tools, suggestions, and the experiences of women public employees who have been through the process. Although women fighting discrimination do not have easy access to the resources their employers do (money, staff, lawyers, political power), women do have other tools: documentation, legal remedies, affirmative action, and the power of organized numbers.

The first step in eliminating sex discrimination is to document unequal treatment. Samuels suggests specifically what to look for, how to use the data, and how to organize and present data. (There are several pages of sample graphs and charts with explanations and suggestions.)

After documentation, informal and formal legal remedies may be undertaken. Armed with detailed knowledge of anti-discrimination laws (which Samuels explains in detail), women can present their complaint to supervisors who have the power to make changes and/or they can personally appeal to elected or appointed officials. For those employees who are unionized, several avenues exist for fighting discrimination: the use of the union power structure to push for general policy change; the use of grievance procedures; the use of arbitration if grievance fails. Unions have a good potential for upgrading women as a group because of their existing collective bargaining relationship with city or state. In order for women to take advantage of union membership, however, women must be strong and vocal enough within the union to demand backing for their complaints.

Other possible actions for ending discrimination are filing a formal complaint and individual and class action suits. There are many problems involved in filing complaints with government agencies such as the Equal Employment Opportunity Commission (EEOC) which women should be aware of but not discouraged by: it is painfully slow; agencies are sometimes unresponsive; agency staff can be ignorant of and unsympathetic to sex discrimination; the complainant must do much of the work herself; and complainants are often fired and/or harrassed. It is, however, possible "...to learn the ways of bureaucracy and use the defects of the system to your own tactical advantage" and Samuels presents strategy to do so.

Because sex discrimination is so deeply-rooted, the most effective way to eliminate it is through a major overhaul of the entire employment system. Affirmative action involves the implementation of specific and meaningful procedures designed to end unequal treatment. Affirmative action solutions may be large back pay settlements, numerical hiring goals and timetables, special recruitment and training programs, and revisions in employment practices. Samuels presents a detailed run-down of the basic steps for the implementation of affirmative action applicable to state and local governments, and unions, as well.

Some of women's greatest strengths in public employment lie in their numbers--and their numbers strongly and efficiently organized can be a powerful force for change. Samuels presents the steps necessary in building an organization of women, including the specifics of organizational goal-planning, strategies, and a model which evolved from

the actual organizing processes of certain existing groups.

Throughout this guide Samuels lists innumerable resources including books, reports, newsletters, women's organizations, unions, resource centers, etc. She has provided a thorough guide to ending sex discrimination in public employment which is widely applicable in private employment and is invaluable to individual women and women's groups.

t.w.

You can buy a copy of The Forgotten Five Million: Women in Public Employment (Women's Action Alliance, Brooklyn, New York, 1975) at First Things First, 2334 Ontario Road, NW: 234-2722.

If you need advice in filing a sex discrimination complaint, the following groups can help you: Women's Legal Defense Fund, 232-7072; Women's Equity Action League, 638-4560; Federally Employed Women, 638-4404.

EARTH UNION WOMEN'S THEATRE
2416 18th Street, NW

PRESENTS

Wonder



BASED ON SAMUEL BECKETT'S "WAITING FOR GODOT"
THE PLAY IS RUNNING FROM JAN 7 THRU FEB 13
FRIDAY - SUNDAY NIGHTS AT 8 PM
FOR RESERVATIONS CALL 667-3785
W-Th 2-5 PM -- F-Su 2-8 PM



**WOMEN'S
COMMUNITY
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S M T W T F S

FEBRUARY

Q'S CENTER OPEN HOUSE, 347-5078, DC, ALL Q
LILI'S OPEN HOUSE, 671-3762, ARLINGTON, Q
PAULA'S OPEN HOUSE, 559-4513, HYATTSVILLE, Q
Q'S CENTER RAP GROUP, 347-5078, DC, ALL Q
C/R STUDY GROUP, LORTON REFORM, 232-0899, Q + Q
BIRDIE'S SUNDAY BUFFET-FREE-332-3006, DC, Q

ART ON THE WALL
FOR FEBRUARY-
PATTY MERRA

6 BIRDIE'S SUNDAY
BUFFET-332-3006
RESERVATIONS REQUIRED
THUNDER & SWEET WINE

13 Q IN ART
THUNDER & SWEET WINE

20 Q IN ART

27 Q IN ART

7 WAWC RAP
GRP-ALL Q'S
THUNDER & SWEET WINE

14
♡♡♡♡

21 WAWC RAP GRP

28 W.C. OPEN
HOUSE 730

1

8

15

22

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LILI'S Q
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LORTON C/R
W.C. V. LAMMAS
7 PM

LILI'S Q
671-3762
PAULA'S Q O.H.
LORTON C/R
W.C. V. Vet. A. 8 PM
W.C. OPEN HSE 7:30

16 LILI'S Q
LORTON C/R
W.C. V. MATHERS
9 PM

23 LILI'S Q
PAULA'S Q 559-
4513
LORTON C/R
W.C. V. E.P.A. 9 PM

CTR. FOR Q'S
POLICY STUDIES
2000 P St. NW
Rm 508-12 Noon
872-1770
BRING YOUR OWN
LUNCH

3 NAT'L Q MATH
NETWORK-7:30

4 Q'S POLICY
STUDIES BROWN
BAG LUNCH
WKSOP-A Q'S PLACE

17

24 W.C. VOLUN-
TEER MTG

QUEST FAIR
ALL SOUL'S CH.
16th + HOWARD
NW, DC
4 PM - 10 PM

* MAGIC LANTERN
4 8 PM \$1.50
THUNDER &
SWEET WINE

* MAGIC LANTERN
11 8 PM 1.50
THUNDER &
SWEET WINE

18 MAGIC LANTERN
8 PM 1.50
THUNDER &
SWEET WINE

25 MAGIC *
LANTERN-FREE
8 + 10 PM

* MAGIC LANTERN
BASEMENT CINEMA
DC's showplace for
political, Q's, &
3RD WORLD FILMS
17th & M STS.
NW

5

12 QUEST FAIR
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8 PM 1.50

19 MAGIC
LANTERN
8 PM 1.50

26

WAWC
BASKETBALL
PLAYS AT WESTERN
HIGH SCH. 85th + R
Sts NW

Announcements !

WAWC is trying out NEW HOURS. In order to be available to women after working hours as well as during the afternoon the new hours will be: 10:30-8:30 Mon.-Thurs.; 2:30-8:00 Fri.

There are many ways you could help out at the Women's Center. If you are interested in volunteering time at the Center, come to the Volunteer Meeting, Thurs. Feb. 24 at 7:30 or call the Center 347-5078.

CAN THE WOMEN'S CENTER BE YOUR VALENTINE????? If you would like to make a Valentine donation to the center (complete with 1977 tax write-off) we are in need of subscriptions to feminist newspapers, journals, and magazines. Call the Center to find out which one you could give. (347-5087)

YES, SPRING IS COMING!!! And so is the WOMEN'S CENTER SPRING FEVER DANCE! Look for more details in our March Newsletter.

RIISING WOMEN COFFEEHOUSE COLLECTIVE will hold an OPEN MEETING on February 23 at 7:30, in The Washington Area Women's Center.

A Women's Center representative is needed on the WASHINGTON AREA FEMINIST FEDERAL CREDIT UNION Board--If you are interested in running for the position call WAFFCU at 667-7260, 6-8 pm, Mon. or Weds. and attend its annual meeting on February 26.

Domestic Relations Legal Clinics, sponsored by A WOMAN'S PLACE, 150 Maryland Ave., Rockville, Md. Call 424-0727 to reserve space. FREE, 2/10/77. . .Also, A Woman's Place sponsors a number of ongoing groups that meet weekly to discuss a wide range of topics pertaining to all women. Call 424-0727 for details.

WOMEN MEAN BUSINESS! Free Seminars held twice monthly on important financial issues facing today's women. Meetings are held at the Bethesda Women's Headquarters, 6921 Arlington Road, Bethesda, Md., call 881-7000 Feb. Seminars: 2/9/77, Stock Options/Mutual Funds; 2/23/77, Bonds (Corp/Tax-Free/Gov't).

COALITION OF GAY SISTERS (COGS) is a new group operating out of Columbia, Md. They hold business meetings and discussion groups on Saturday evenings. For more info. call "The Hotline" 301-997-1593, Sun, Tues, Fri 7-10 p.m.

HOUSING REFERRAL SERVICE AT THE WOMEN'S CENTER--Need a place to hang your hat? Someone to share your space? WAWC has listings of places wanted, places available. Call the Center or stop by Mon. thru Fri. 2:30 to 8:30 (till 8:00 on Fri.) 347-5078

CROSSWORD PUZZLE DRAWING will take place at WAWC on February . This is your last chance to get your completed puzzles in to be eligible for a drawing to win a \$15 gift certificate to First Things First; or a Casse Culver Tape, or a Mountain Moving Day Album. Get those puzzles in!!!!!!!

OK ALL YOU SPORTS FANS! Come out and support your Women's Center Basketball Team. All games are played on Wednesday nights at Western High School, 35th and R Streets, NW

EARTH UNION WOMEN'S THEATER is offering a workshop program which will include acting, dance exercise, masks, auditioning, mime, and theater adventure for the non-actress. Call 667-3785 for details (or 347-4700). 2416 18th Street, NW.

THE WOMEN'S BUILDING working committee will hold an open meeting for all women interested in the project on February 22, at 8:00 p.m. at the Women's Center. For further info call Ann Terbush, 443-8197.

CASSE CULVER, JEANNE MACKEY, BARB KUTZNER!!! will appear in a concert on FEB. 25, at 8 p.m., St. Mark's, 301 A St. SE. The Metropolitan Ministry for women is distributing tickets for the concert at Lamm's, First Things First, and Bread and Roses. Call 338-7983 for more info.

RUBE'S BOOKSTORE IS MOVING to Georgetown. Until she settles in at her new location, Sharon Evans will still be doing horoscopes, classes in astrology, and will provide spiritual information if you call her at 543-1223. Rube's will be looking for local artists, poets, or writers who want to have their work displayed or sold. They are interested in promoting local women's art. . .and that means you!

Looking for something exciting to do on a Sunday afternoon? Then call Birdie at 332-3006 and reserve a place at her delicious and SOCIALLY STIMULATING BUFFET. Held the first Sunday of each month. FREE!

announcements cont.

BROWN BAG OPEN HOUSE: An informal chance to rap with women at the **CENTER FOR WOMEN'S POLICY STUDIES** (2000 P St. NW, Suite 508) Call Jane Chapman at 872-1770. The Center does action/research and maintains resource files on a variety of subjects and a clearinghouse for info on rape, wife abuse and sexual abuse of children. 12 Noon, 2nd Thursday of each month.

Women interested in working on Women's Health Issues are invited to a meeting of the Nat'l Women's Health Network, a new organization formed to provide information and promote coordinated action nationwide on Women's Health concerns. Meeting Thursday, Feb. 3, 7:30 p.m., All Souls Church, 16th and Harvard, NW.

Washington Women's Business and Cultural Center Plans Variety Show Benefit--Women working on creating the Women's Bldg. are hoping to produce a benefit for the building in the Spring. One suggestion that entices us is a Variety Show in which women in the DC area can share their special talents in support of the building. These talents might include: dance, song, drama, mime, clowning, readings, vignettes. If you have any interest in the show, either performing or helping with production, call or drop us a note c/o Lea Mesner, 1320 Frederick St. N. Wash. D.C. 22205, phone 527-7598.

Lesbians interested in forming a DYKES ON BIKES bicycle club for day trips, camping, and sharing skills on repairs, etc. Call Tatty at 270-8989 or write 6 Valley View Ave., Takoma Park, Md. 20012

A SISTER NEEDS OUR SUPPORT

Rosemary Bramble of Baltimore was sentenced to four months in prison for demonstrating nonviolently at the Pentagon last fall. Her offense: defacement of public property (she poured blood on one of the columns there). She is presently at Alexandria Jail, 519 Princess Street, Alexandria Virginia 22314. Write to her and give her your support. She is allowed two visitors per week for a maximum of one-half hour. She can make three outgoing phone calls per week.

Oppression of our Sisters has got to stop. Write to Judge Alex Ackerman, U.S. Magistrate, U.S. District Court, P.O. Box 909, Alexandria, Virginia, 22313. (It is suggested letters to him be registered so he cannot deny receiving them--if you can afford it, it's \$2.23, if not, write anyway.) Let's help get Rosemary out of jail.

--Lorraine Biros

WASHINGTON AREA WOMEN'S CENTER



Sumner School, 17th & M, NW
Washington, D.C. 20036
202-347-5078

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04 Washington, DC 20036