

✓ EEOC Box 118 - Bell Info folder 6
from NWR VP of Personnel Speech
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SLIDE #3

MONTAGE OF ARTICLES ON WOMEN'S LIBERATION MOVEMENT

SLIDE #4

PICTURE OF UNATTRACTIVE WOMAN

SLIDE #5

PICTURE OF SEVERAL ATTRACTIVE WOMEN

- 3 -

ONE OF THE REASONS THE COMPLAINTS ARE INCREASING IS THAT THE GALS ARE BECOMING ORGANIZED. THE WOMEN'S LIBERATION MOVEMENT IS HERE, AND I'D GUESS HERE TO STAY. FOR THE PAST SIX MONTHS YOU HAVE NOT BEEN ABLE TO PICK UP A NEWSPAPER (SLIDE #3) OR A NEWS MAGAZINE WITHOUT FINDING AN ARTICLE ABOUT THE WOMEN'S LIBERATION MOVEMENT. THE GALS ARE FINDING STRENGTH IN NUMBERS AND THE FACT THAT SOME WOMEN ARE CHALLENGING OUR TRADITIONS AND MORES IS GIVING OTHERS THE COURAGE TO FOLLOW. THE MOVEMENT HAS BEEN SPAWNED BY OUR AGE OF SOCIAL PROTEST AND IT HAS BEEN FED BY BOREDOM WITH THE WORK NORMALLY ASSIGNED THEM, EITHER IN THE HOME OR OFFICE, BY ASPIRATIONS WHICH NO LONGER MUST BE SUBMERGED, BY PUBLICITY, AND BY SUCCESS. YOU MIGHT EXPECT THAT ITS RANKS ARE FILLED WITH WOMEN FRUSTRATED BY THEIR INABILITY TO COMPETE WITH THEIR MORE GLAMOROUS SISTERS -- AND THERE ARE MANY -- THIS ONE FOR EXAMPLE. (SLIDE #4) BUT MANY ARE LOVELY, TALENTED, AND SUCCESSFUL WOMEN. (SLIDE #5) THE MOVEMENT HAS ITS FUNNY, EVEN RIDICULOUS ASPECTS (NO BRA DAYS FOR EXAMPLE). IN SPITE OF THESE FUNNY ASPECTS, IT SHOULD NOT BE IGNORED ANY MORE

- 4 -

THE BELL SYSTEM HAS ALREADY FELT ITS WRATH. A THREATENED DEMONSTRATION FORCED A LONG LINES RECRUITING TEAM TO CANCEL A RECRUITING TRIP TO DOUGLASS COLLEGE IN NEW JERSEY - THE FEMALE COUNTERPART OF RUTGERS - AND A SCHOOL THAT HAD ALWAYS BEEN AN EXCELLENT SOURCE OF FEMALE COLLEGE GRADUATES. THE ORGANIZATION IN THE BAY AREA OF PACIFIC PUT OUT THIS PAPER (HOLD UP) ON THE OPERATOR'S JOB. IT IS NOT COMPLIMENTARY. HERE ARE A FEW QUOTES FROM IT:

- "ONLY WOMEN CAN BE COUNTED ON TO BE OPERATORS, NOT BECAUSE WE ARE PASSIVE OR DUMB, BUT BECAUSE JOBS FOR WOMEN ARE SCARCE AND AS MEMBERS OF A LOWLY CASTE WE ARE FORCED TO DO THE SHITWORK FOR EVERYBODY ELSE."

- "OPERATORS ARE FORCED TO TOTALLY DENY THEIR PERSONALITIES."

- "IN ORDER TO MAINTAIN CONTROL, WOMEN MANAGERS ARE FORCED TO CONDUCT CONSTANT CAMPAIGNS TO HUMILIATE 'THEIR GIRLS'."

THE CLOSING PARAGRAPH PHILOSOPHIZES ON THE PROBLEMS WOMEN

BUT HOW DOES THIS AFFECT YOU AND NORTHWESTERN BELL? I BELIEVE WE ARE VERY VULNERABLE TO CHARGES OF SEX DISCRIMINATION --- EITHER FROM INDIVIDUAL EMPLOYEES OR FROM ORGANIZED GROUPS. IN FACT, I BELIEVE WE ARE MORE VULNERABLE THAN WE ARE TO CHARGES OF RACE DISCRIMINATION FOR THREE REASONS. FIRST, (SLIDE #6) THERE IS NOT MUCH CONCERN ABOUT SEX DISCRIMINATION AMONG EITHER OUR EMPLOYEE BODY OR OUR MANAGEMENT. FOR THE MOST PART, THEY DO NOT RECOGNIZE ANY INJUSTICE HERE. SECOND, (SLIDE #7) FRANKLY THERE HAS BEEN A GOOD DEAL OF SEX DISCRIMINATION IN ALL BUSINESSES IN THE PAST AND NORTHWESTERN BELL IS NO EXCEPTION. AND, FINALLY, (SLIDE #8) OUR UNUSUALLY HIGH PERCENTAGE OF FEMALE EMPLOYEES IN OUR WORK FORCE, CLUSTERED IN ENTRANCE LEVEL JOBS, INCREASES OUR EXPOSURE TO SEX DISCRIMINATION CHARGES. INCIDENTALLY, IT ALSO MULTIPLIES THE DOLLAR PENALTIES IF WE ARE FOUND TO BE GUILTY OF DISCRIMINATION.

NOW LET'S TAKE A CLOSER LOOK AT EACH OF THESE POINTS.

FIRST, (SLIDE #9) THE LACK OF CONCERN ABOUT SEX DISCRIMINATION.

MANY OF US HAVE BUILT UP AN ELABORATE RATIONALE TO EXCUSE THE SEX DISCRIMINATION WE SEE AROUND US. AND MOST OF THESE ARGUMENTS ARE MYTHS -- RATIONALIZATIONS BASED ON FALSE STEREOTYPES. FOR EXAMPLE, THE ARGUMENT THAT WOMEN ARE NOT THE PRINCIPLE SUPPORT OF THE FAMILY AND, THEREFORE, THE MEN SHOULD BE FAYORED IS A FAMILIAR ONE. THE FACTS ARE THAT (SLIDE #10) ONE OUT OF EVERY TEN FAMILIES IS HEADED BY A WOMAN AND 1/2 OF THESE FEMALE FAMILY HEADS ARE IN THE LABOR FORCE. THESE FIGURES WOULD BE MUCH HIGHER IF THERE WAS SOME WAY TO INCLUDE THE MATRIARCHAL ASPECT OF THE NEGRO SOCIETY. EVEN WHERE THE WOMAN IS NOT THE HEAD OF THE FAMILY, HER INCOME IS OFTEN VITAL TO MAINTAIN A DECENT STANDARD OF LIVING.