

# *To the* HERLAND VOICE

July, 1997

## CALLING ALL VOLUNTEERS

Volunteers are the life of Herland Sister Resources and are so much appreciated. To celebrate the work of all volunteers, a volunteer potluck will be held on July 12 from 4 P.M. to 6 P.M. All current bookstore volunteers and those interested in becoming volunteers are invited. A gentle review of important procedures and some lively discussion of HSR needs are planned to train/retrain all.

Retail sales, consignment sales, bookkeeping details, library lending bookstore opening/closing, security practices and house-keeping duties are topics planned by Linda, volunteer coordinator and Diane, Herland's librarian.

Bring a vegetable, salad, bread or dessert (meat entree and paper goods provided) and be a part of the fun on July 12. □

## TITLE IX TURNS 25

In 1972, nine percent of the medical degrees and seven percent of the law degrees were awarded to women — by 1996, 38 percent of the medical degrees and 43 percent of the law degrees were awarded to women. In 1972, there were 300,000 girls in high school athletics — in 1996, there were 2.3 million. These changes have been credited to Title IX of the Educational Amendments of 1972 which prohibits discrimination against girls and women in federally-funded education programs, including athletics.

President Clinton observed the twenty-fifth anniversary of Title IX by announcing new initiatives for enforcement and by extending Title IX protection to educational programs run by the federal government. In a White House ceremony, the President said "Every school and every education program that receives federal assistance in the entire country must understand that complying with Title IX is not optional. It is the law, and the law must be enforced." In a memorandum to agency heads, he directed all agencies and departments in the executive branch of the Federal government to review their Title IX enforcement procedures and to work with the Attorney General to develop a "new and vigorous" plan.

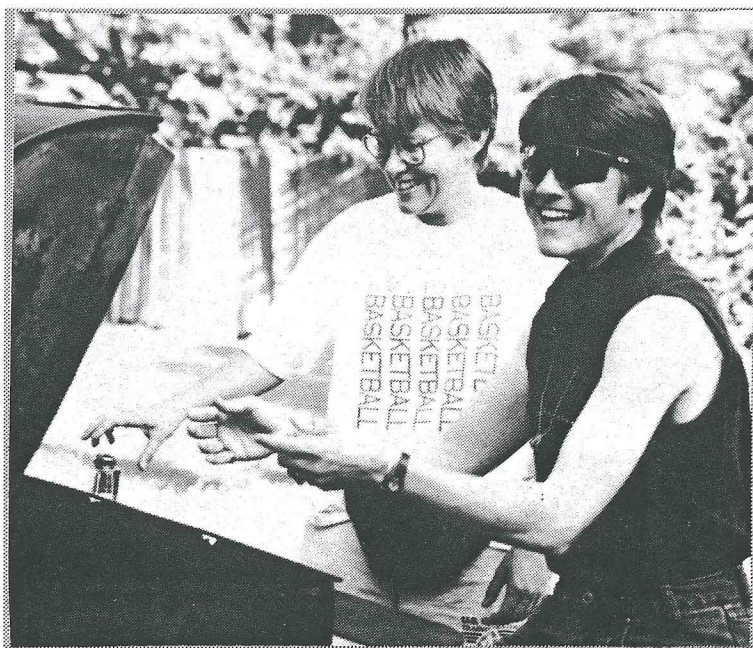
The President also announced that he will sign an executive order extending Title IX requirements to federal programs. The order will "prohibit educational discrimination on the basis of sex, race or national origin in federally conducted education programs." Currently Title IX applies only to programs that receive funding from the federal government but not to those operated directly by the government. The executive order would extend those provisions to programs such as schools run by the Department of Defense, educational research conducted by the federal government, and educational fellowships awarded directly to students. (continued page 3)



## HERLAND COMMUNITY PICNIC

Over 100 people attended the Herland Community Picnic held on Saturday evening before the Pride Parade. The entertainment, hosted by comedian Jeri James, featured many of the best musical entertainers in our community. Thanks to Donna D, The Banned, Wanda, Donna W, Peggy Johnson, Cutchla, Wende Allen, and John Barbee for donating your considerable talents to make the evening a great success. Everyone had a great time and Herland raised about \$200 for our general operating expenses.

While the picnic was Herland's first community-wide Pride Week event, it won't be the last. Plans are already underway for next year's community picnic. □



Ginger gives chef Sally a helping hand.



*Crowds of spectators greeted the parade at 39th and Penn.*

## **"Equality Through Visibility" Oklahoma's 10th Annual Gay and Lesbian Pride Parade**



*Herland's parade entry. Herland has participated in all 10 Oklahoma City Gay and Lesbian Pride Parades.*



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Subscriptions to *The Voice* are free upon request although a donation is requested to meet publication and distribution costs.

## **EMPLOYMENT NON-DISCRIMINATION ACT REINTRODUCED**

Supported by an unprecedented number of their colleagues, a bipartisan coalition of lawmakers have reintroduced a federal bill banning workplace discrimination based on sexual orientation, saying that every American should have the equal right to be free from bias at their jobs.

The Employment Non-Discrimination Act, or ENDA, was reintroduced on June 9, 1997 with 150 co-sponsors in the House, led by Republican Rep. Chris Shays of Connecticut and Democratic Rep. Barney Frank of Massachusetts. The Senate bill has 35 co-sponsors, led by Republican Sen. Jim Jeffords of Vermont, and Democratic Senators Ted Kennedy of Massachusetts and Joseph Lieberman of Connecticut.

First introduced in June 1994, ENDA came within one vote of passage in the Senate last September. The number of co-sponsors in each house is the highest the bill has ever received, according to the American Civil Liberties Union, which helped draft the legislation first introduced in 1976. President Clinton has once again given his support to the measure.

"We are closer than ever to getting this bill passed," said Matt Coles, director of the ACLU's Lesbian and Gay Rights Project. "This legislation would protect all Americans, gay or straight, from being fired simply because of their sexual orientation. It is the right thing to do."

ENDA would add sexual orientation to the current list of federal employment protections that ban discrimination based on race, religion, gender, national origin, age and disability. The bill would prohibit employers with more than 15 employees from using a person's sexual orientation in decisions such as firing, hiring, promotion or compensation. The bill would exempt religious organizations and the military, and would not establish preferential treatment or quotas.

Current federal law does not protect Americans from discrimination in the workplace on the basis of sexual orientation. In Oklahoma and 38 other states, an employer may legally fire workers solely because they are lesbian, gay, bisexual or heterosexual.

Eleven states have laws prohibiting such discrimination. California, Connecticut, Hawaii, Massachusetts, Minnesota, New Jersey, Rhode Island, Vermont and Wisconsin have had these laws on the books for a number of years; Maine and New Hampshire enacted such laws earlier this spring.

"The message of ENDA is clear and straightforward," said Kerry Lobel, executive director of the National Gay and Lesbian Task Force. "Discrimination is wrong. We look forward to the day when gay, lesbian, bisexual and transgendered people no longer have to fear the loss of their jobs on the basis of their sexual orientation. When that day comes, our society will have taken another step forward in assuring justice and equality for all of its citizens."

"ENDA is emerging as a common-sense measure as the public learns that countless Americans still work in fear, knowing they can legally be fired from their jobs because of discrimination based on sexual orientation," said Winnie Stachelberg, HRC's legislative director. "With a record level of broad-based support, we have a solid chance of passing ENDA in this 105th Congress." □

## **WHAT MAKES YOU HOT?**

Is it the way she tickles your tummy or nibbles on your ear? Although this would make an interesting issue of the Herland Voice, we are asking our readers to write in about what makes you hot politically. Is it marriage laws, child custody issues, the adoption process or something else? Is it some certain congressman or senator with a totally backward mind set that drives you crazy?

Please sit down for a few minutes and write what's on your mind and send a copy for publication to the Herland Voice. We need your copy no later than July 18th so that it can be in the August issue.

This is your chance to sound off about anything that concerns you politically, so send your letter of 300 words or less to Herland Voice, 2312 NW 39th Street, Oklahoma City, OK 73112. Be sure to let us know whether to include your name with the article!

Write us soon and sound off about what makes your hot -- politically that is! □

### **TITLE IX** (continued from page 1)

While it is often associated only with sports, Title IX provisions apply to all educational programs. Before Title IX, girls were commonly excluded from "boy's classes" like automotive shop or building trades and boys were excluded from "girls classes" like home economics and typing. Classes in advanced mathematics and sciences were also often closed to girls. Title IX of the Educational Amendments of 1972 states that "no person in the U.S. shall, on the basis of sex be excluded from participation in, or denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal aid."

The American Civil Liberties Union in its report, *Title IX at 25: Report Card on Gender Equity*, highlights both the victories Title IX has secured for women and the remaining deficiencies that stronger enforcement could remedy. These include:

- Women now comprise 40 percent of graduates receiving professional degrees in fields like law and medicine, up from 6 percent in 1972. But only 18 percent of physics undergraduate degrees and 15 percent of engineering degrees went to women in 1993.

- More than 2 million girls are varsity athletes in high school, almost ten times the figure in 1971. But female college athletes receive less than a quarter of college athletic funding, and barely a third of scholarship dollars.

- Women have increased their representation dramatically as professors in colleges and universities. But women still make up less than one-fifth of the faculty at elite educational institutions, and women faculty members earn less money and enjoy less tenure protection than their male colleagues. □

## **JULY HERLAND EVENTS**

**(EVERYONE ALWAYS WELCOME)**

**July 12 4 - 6 P.M. Volunteer Potluck and Training**

**July 20 4:30 P.M. Herland Board Meeting**

**July 24 6:30 P.M. Newsletter mailing**

**Herland is open every weekend:**

**Saturday 10 A.M. - 6 P.M. and Sunday 1 - 6 P.M.**

We are proud to support  
the Herland Voice and its  
continuing efforts for  
social justice.

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