

Women

A Feminist Perspective

Fifth Edition

Edited by Jo Freeman

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THE FIRST EDITION OF this book was put together as a labor of love and published primarily as an act of faith. It had its genesis in 1968, at the first national conference of what was to become the younger branch of the women's liberation movement. Many of us at that conference had just begun reading everything we could find on women, and in that traditional era we were appalled at the scarcity of perceptive writings and only occasionally delighted by a gem that sparkled with new ideas. There were no books or anthologies presenting a feminist perspective on women's status, and those books about women that were not written from a wholly traditional view generally discounted feminism as outmoded, extreme, or both.

Ironically for a group that has since produced so much writing, most of us then felt unable to express our rising consciousness in words. Why not, we thought, do the next best thing? Why not bring together those few existing pieces that were worthwhile and save other women the task of seeking them out? That was a job I took on. Unfortunately, at the same time, I started working for my Ph.D. in political science. It took two years longer to publish the anthology than it did to get the degree.

During the years I worked on the book it grew and changed with the movement. Of the earliest selections, only two made it to the first edition. The rest represented the new research of that time, the new thinking, and the new interpretations of old research inspired by the women's liberation movement.

The first-edition articles came from a variety of sources. I placed ads in most of the burgeoning feminist media, and some organizations, notably the Women's History Research Library of Berkeley and KNOW of Pittsburgh, included special notices with their regular mailings. The response was overwhelming. Hundreds of articles and proposals poured in, and well over a year was spent reading and editing them.

From the beginning the standards were high. This book was to contain pieces that were comprehensive, lucidly written, and well grounded in scholarly research. Needless to say, the submissions I received in response to ads were not uniform in style and approach; nor did they cover all the topics needed. Hence I also collected movement pamphlets and other publications on women, attended feminist meetings, and audited panel discussions on women at professional meetings to find potential authors.

During this period both scholarly and popular writing on women was increasing exponentially, with feminist insights sparking analysis of the contradictions in women's lives in every conceivable sphere. Simultaneously, it was becoming harder and harder to interest a publisher in the book. Some who had expressed tentative interest when I first began sending out the prospectus decided as the book took shape that "this women's thing" was a fad and what

market there was, was already glutted. Then one of my authors discussed the book with the traveling editor of a small house on the West Coast. That editor was Alden Paine. He wrote to me; I sent the manuscript; and after I agreed to decrease its length by one-third, National Press Books (soon to become Mayfield Publishing Company) sent me a contract.

As the book went to press, almost everything about it (except the quality of the articles) was an unknown. Owing to its size and recent name change, the publisher was unknown. I was an unknown. All but a few of the authors were unknowns. The potential readership was unknown. All publishing involves some risk, but this was extraordinary. Within two years we knew that love and faith had carried the day. Women's studies courses grew and spread, and both teachers and students found the volume an appropriate introductory text. The reason the courses spread, even in an atmosphere of skepticism and a period of declining college enrollments, is that feminism is not a fad, but a national consciousness that is fundamentally changing the fabric of all our lives.

The first edition of this book took seven years to complete. The second, third, and fourth editions took only about two and a half years each. The fifth took three and a half years. The authors of this edition had an extraordinary number of problems that delayed delivery of their chapters. Several had illnesses or accidents; two lost the sight of one eye (fortunately, only temporarily); one lost her house (and research) in the Oakland fire; many had reached the age where they had to take time out for aging parents; and I spent five months running for the New York State Assembly. Afterward, I had extra time on my hands, so I was able to do some of the work for many of them. But while I could update the statistics, clarify the citations, reorganize their research, and improve their language, only the authors could finalize their manuscripts. The uncertainty of when, or if, a chapter would arrive (and some never did) added to the usual hard decisions about what to delete and what to add. In one case I went through four authors for a particular topic before I got a usable manuscript; in many others the promised piece simply never arrived or was inadequate.

The evolution of this book illustrates the growth and development of feminist scholarship. Papers submitted for the first edition tended to be light on data and heavy on expression of personal feelings. Most authors tried to say a little bit about everything because women were so conscious of the interconnections between the various facets of their existence. Articles for the second edition were well substantiated but still dealt with broad themes, and thus it was the easiest edition to do. Papers sent in for consideration for the third edition sometimes drowned in data and were too narrow for this particular book. "Bring back the rhetoric," my readers complained. Many of the fourth edition submissions were less interested in analyzing institutions and presenting basic facts than they were in exploring the usefulness of different theoretical frameworks. The issues and approaches those writers wished to pursue were more appropriate for advanced courses than an introductory one. The nemesis of the fifth edition was literature reviews. After twenty-five years of feminist scholarship, the field has matured to the point that many of today's young scholars are spending their time critiquing what those that went before them have said rather than the subjects that they wrote

about. Although this book certainly relies on the extensive literature for facts and ideas, it doesn't publish literature reviews. Trying to persuade newly minted scholars that they should think for themselves and not just report what others have thought was my hardest (and least successful) editorial task. Sometimes I just had to find a new author.

Through all these changes I have tried to maintain the standards set in the first edition of providing solid, accurate, and up-to-date information along with a critical analysis that interpreted the facts from a feminist perspective. As in previous editions, I encouraged authors to use the most recent data and to double-check for accuracy. More often I checked, and revised, them myself. During the editing of the second edition, I had an office in the Department of Labor in Washington, D.C., and I learned how to locate and use the tons of statistics the government produces each year. Before editing the third edition, I went to law school. Consequently, the statistics and legal citations in this edition have all been carefully scrutinized and often revised. For this edition I spent many days in the documents department of Brooklyn College Library, whose cooperative staff were extremely resourceful in locating obscure government publications.

As in the previous three editions, Howard Hayghe of the Bureau of Labor Statistics was a gold mine of information; he never failed to come through with a necessary number or an explanation of why there wasn't one. All references to "unpublished data from the Bureau of Labor Statistics" in the different chapters are a tribute to his contribution. In addition, I phoned many different subunits in the Bureau of the Census, the Bureau of Justice Statistics, the Department of Education, and the Department of Health and Human Services to find the best sources. As I had learned in previous years, there is often a lot of valuable information around that isn't in university libraries or isn't catalogued in a way that makes it accessible. Networking through the telephone is often the only way to find such information. We hoped to have 1990 Census data for the fifth edition, but the compilation and publication of that data are taking longer than in the past due to staff and budget cuts. As it is, a lot of detailed data are still not available. Unlike the Bureau of Labor Statistics, the Census Bureau refuses to release unpublished data—even those that will be published before the actual publication date of this book.

We also made use of the latest new tool for researchers—the Internet—and through it, access to electronic databases and to other scholars through mailing lists. When I wanted to know if any states had added equal rights amendments to their constitutions since I last counted many years ago, I put a query on the "net." Stephanie Ann Webster, a law student at the University of Virginia, answered and told me she had researched that very question thoroughly a couple years ago, and unfortunately the answer was no. Some had tried; none had succeeded. When I was reading page proofs for my chapter on women and the law, the Supreme Court announced its decision on the use of sex in peremptory challenges of jurors. In the old days, I would not have been able to get a copy of the decision fast enough to add it to my chapter (maybe a cite to its existence, but not a discussion or a quote). A legal list I subscribe to "owned" by Cornell University School of Law "mailed" a synopsis the next day; when I couldn't find a copy of the entire decision at Cornell's

“gopher server,” Peter Martin, a professor at Cornell Law School, e-mailed it to me in pieces. Thanks to both of these helpful people and the Internet this book is a little bit more current than it would have been.

As with every edition, this book contains not only an enormous amount of painstaking research and original thinking but some information that cannot easily be found anywhere else. The reader will find this a useful reference book as well as a general text. What can't be found in the articles can probably be found in sources cited in the footnotes. But while accuracy, thoroughness, and the use of the most recent data are stressed throughout, the true strength of the book rests not in its facts but in its ideas, and in the comprehensive orientation provided by a feminist perspective.

Introduction

WHEN THE FIRST edition of this book was conceived and compiled twenty-five years ago, there was a fairly uniform feminist perspective. There were, to be sure, fights among feminists (especially academics), but the fundamental viewpoint that was emerging was a shared one. This was true for only a few years. Since then feminist ideas, like the movement itself, have flowed in every direction, entering cracks and crevices not even imagined at that time. New ideas have flowered that are so different from the original ones that the title of this book, *A Feminist Perspective*, seems more appropriate than ever. As I review the Introductions to previous editions, they seem almost archaic.

Since this is an introductory text on women, not on the women's movement, there has been no attempt to reflect the many analyses and conflicts over issues that have developed in the last fifteen years. Instead, the book still tries to present basic data and a feminist analysis about which there is still some agreement. However, the newest issues, the ones that cause so much heat at feminist conferences, are often ones on which there is no feminist consensus. Thus, insofar as these new issues are touched on by the authors, they are each from that author's feminist perspective. This book still has a point of view, but it is found less consistently than in previous editions.

The book has also been revised and somewhat reorganized to reflect what our surveys tell us is reader demand. And, as in the past, some standard pieces were lost because the authors were not available. The organization of the book still allows readers to begin by looking at their own lives, then moves out in widening circles to bring in the social and historical context of women's present-day status. This edition, however, concludes with *two* sections on feminism. One is historical, and the other better reflects the diversity of present-day feminist views from the perspective of authors who do not share the dominant white, middle-class, heterosexual culture.

In Part I, Carole J. Sheffield provides an overview of the different ways in which a woman's body is controlled and, through it, women as a group. Beginning with Lucy Stone's admonition that a woman's right to herself is the most fundamental one of all, Sheffield argues that such practices as rape, wife assault, the sexual abuse of children, and sexual harassment form a system of *sexual terrorism* "by which males frighten, and by frightening, control and dominate females." Susan Ehrlich Martin explores one form of abuse, sexual harassment, in depth, showing how reluctantly our society has come to recognize that what men view as merely a sport is in fact a crime against women and a form of illegal sex discrimination. Nancy Russo and Jody Horn ask what are a woman's options to an unwanted pregnancy, particularly looking at abortion and the consequences to women if that were no longer one of our choices. Barbara Katz Rothman and Mary Beth Caschetta point out how

both reproductive and mothering functions have been co-opted by the medical establishment. Nancy Henley and Jo Freeman look at how women must restrict their body language in order to avoid being misinterpreted.

Women's relationships throughout the life cycle are explored in Part II. The family has been the primary social institution to structure women's lives, and the patriarchal family has been perhaps the single most pervasive and effective means of confining and controlling women's activities. Naomi Gerstel and Harriet Engel Gross put the family in a historical context, showing how different family forms and different systems of production have interacted with patriarchal norms about women's place. Hilary M. Lips shows how women learn their place through lessons in femininity. Janet M. Steil explains why inequality in marital relationships still persists despite an acceptance of egalitarian rhetoric. Michele Hoffnung explores the contradictions of the motherhood mystique and the conflict it creates with other important aspects of women's lives. Laurie Russell Hatch analyzes the situation of older women—whether or not they buy into the myth that marriage is their most important product, they are still left with less in the end.

Women's work and the occupations in which they most frequently find themselves are examined in Part III. Nancy Thornborrow and Marianne Sheldon provide an overview of women's economic situation, with particular attention to why women's wages are so low. Mary Frank Fox focuses on higher education for women—an institution that effectively decides many women's future. Brigid O'Farrell looks at women in blue-collar occupations, comparing those that are traditional women's jobs with women's attempts to break into "nontraditional" ones that pay much higher wages. Evelyn Nakano Glenn and Roslyn L. Feldberg show how the channeling of women into clerical work has led to decreased benefits. Debra Kaufman profiles some of the professions and how they are structured around the typical male life-style. What comes through loud and clear is that income is more directly related to the sex of the typical employee than to the requirements of the job; that is, "men's" jobs pay more than "women's" jobs regardless of the skill or education required.

Part IV reintroduces a section on Words and Images that was in the first edition of this book but was dropped from intervening ones. In it, Joan C. Chrisler and Elayne A. Saltzberg look at how society's standards of beauty shift, but always in such a way as to make women feel inadequate. Gloria Steinem shows how advertisers of beauty products use women's magazines to control these standards and increase profits through her history of *Ms.* magazine's efforts to survive without complying with advertisers' demands. Karen L. Adams and Norma C. Ware show how everyday conversation reinforces prescribed sex role behaviors in our society. Gloria Cowan examines the conflict among feminists over pornography and whether or not its images structure male behavior toward women.

Overt Institutions of Social Control are analyzed in Part V. Jo Freeman looks at the history of women's constitutional rights and public policy on women, which were significantly changed by the new feminist movement. Ruth Mandel surveys women's efforts to obtain power in traditional political institutions and the consequences for women of that effort. Martha J. Reineke analyzes how myths, rituals, and symbols are used to socialize and control

women. Rose Weitz calculates the price of independence by looking at the fate of women who would live without men: spinsters, widows, nuns, and particularly lesbians. Alice Abel Kemp examines poverty: why women are poor and why welfare doesn't help very much. Stephanie Golden shows how traditional attitudes toward women contribute to their homelessness.

Part VI puts feminism in historical perspective. Marlene LeGates looks at women's protests before there was a feminist ideology to justify them as well as the intellectual history behind the growth of that ideology. Jo Freeman takes up the story with Suffrage, illuminating the continuity of feminist activity as well as the emergence of a new movement in the mid 1960s that led to a great leap forward. Carol White argues that African-American women have their own history of feminist activity, reflecting the particular conditions of their racial community. Susan E. Marshall looks at the rhetoric of the antifeminist backlash to both the Suffrage and the women's liberation movements, and Michael S. Kimmel looks at the ways in which men have responded to feminism.

Diversity has become a talisman of our time, and this book reflects that in Part VII. As more and more women from different ethnic and minority groups have paid attention to feminism, they have redefined and reinterpreted it to fit their needs. Elizabeth Almquist surveys a variety of minority groups to add to our knowledge of how experiencing different situations in our society create different concerns. Pauline Terrelonge advocates the relevance of feminism to black women and identifies barriers to its active acceptance. *Black* was the accepted term when she first wrote her piece for the second edition, so we've retained it. Denise Segura and Beatriz M. Pesquera define and describe several Chicana feminisms. Ilsa M. Glazer examines how feminism has affected the Jewish community and how Jewish women have affected feminism. Lisa Ransdell looks at lesbian feminism and the important role of lesbians in the feminist movement.

The articles in this book are not merely a critique of society; implicitly, they take to task the scholarly disciplines whose research and concepts they draw upon. These disciplines, like the institutions and agencies of society at large, are dominated by those on the inside. They still reflect, to a great degree, the traditionalist point of view and with it a desire to explain, justify, and maintain the status quo of human and institutional relationships. The result is too often a consistency of approach that is almost stifling. It may be politically convenient to view the world through the most comfortable lenses, but the resulting distortion is scientifically unacceptable. Only when one changes position, views the world from another stance, and relaxes one's claim to a monopoly on truth can new knowledge be gained. These chapters show how feminist thought contributes to this process by providing alternative perspectives from which to reexamine basic concepts in many spheres of learning. They not only point out the sexist prejudices of old research but also show how new human opportunities can be created by changing outworn institutions and values. A feminist perspective is practical as well as theoretical; it illuminates possibilities for the future as well as criticizes the limitations of the present. It is the readers of this book, each new generation, who must learn from them and put them into practice.

The Contributors

Jo Freeman is the author of *The Politics of Women's Liberation* (winner of a 1975 American Political Science Association prize as the Best Scholarly Work on Women and Politics) and the editor of *Social Movements of the Sixties and Seventies* (1983). She has a Ph.D. in Political Science from the University of Chicago (1973) and a J.D. from New York University School of Law (1982). Her articles on feminism, social movements, law, public policy, sex-role socialization, organizational theory, education, federal election law, and party politics have been published in *The Nation*, *Ms.*, *Valparaiso Law Review*, *Transaction*, *School Review*, *Liberal Education*, *American Journal of Sociology*, *Intellect*, *Political Science Quarterly*, *Acta Sociologica*, *Prospects*, *Signs*, *Pace Law Review*, and numerous anthologies.

Karen L. Adams is an associate professor in the English department of Arizona State University and is currently the director of the Linguistics/TESL programs. She is also affiliated faculty in the Women's Study Program. She has a Ph.D. in linguistics from the University of Michigan. Her research and teaching interests deal with the relationship between language and society. She has recently given courses and organized conferences on the relationship of language to power. Her recent publications and research are concerned with the structure of political debates and style differences between male and female candidates from different regions of the United States.

Elizabeth M. Almquist is regents professor of sociology at the University of North Texas, where her research centers on inequalities of gender, race, and social class. Her articles on women, work, and politics have appeared in *Gender and Society*, *Signs: Journal of Women in Culture and Society*, *Sex Roles*, *Journal of Marriage and the Family*, *Merrill Palmer Quarterly*, and *Social Science Quarterly*. She is beginning a historical study of women in a ranch community in Wyoming. She is a past president of the Southwestern Sociological Association (1986), is currently (1993–94) chair of the Section on Sex and Gender of the American Sociological Association, and will be president of the Southwestern Social Science Association in 1995.

Mary Beth Caschetta is a treatment advocate for low-income HIV-positive women in New York City. A medical sociologist and lesbian feminist, she has been published concerning women's health in the *Journal of the American Medical Women's Association*, the *Sex Information and Education Council of the U.S. Report*, the *New England Journal of Medicine*, and the *Encyclopedia of Childbirth*.

Joan C. Chrisler is associate professor of psychology at Connecticut College. She has published extensively on the psychology of women and women's health and is particularly known for her work on weight and eating behavior and on psychosocial aspects of the menstrual cycle. She has coedited three books: *New Directions in Feminist Psychology* with Doris Howard (Springer, 1992), *Variations on a Theme: Diversity and the Psychology of Women* with Alyce Huston Hemstreet (SUNY Press, forthcoming), and *Lectures on the Psychology of Women* with Carla Golden and Patricia Rozee (McGraw-Hill, forthcoming).

Gloria Cowan is a professor of psychology at California State University, San Bernardino. She is on the coordinating committee of the Women's Studies Program and director of the MA in General-Experimental Psychology. Her current research concerns pornography, gender and power strategies, and women's hostility toward other women. She is currently working on two projects on pornography. One project relates high school students' beliefs about the causes of rape to their exposure to pornography, and the other concerns defining "degrading/dehumanizing" pornography. She was selected as outstanding professor at California State University, San Bernardino, in 1991–92.

Roslyn L. Feldberg is a sociologist who studies women's employment and works in coalitions to promote pay equity and policies that make it easier to encompass the work-family connection for the varying configurations of contemporary families. Her recent publications include *Hidden Aspects of Women's Work* (coedited by Chris Bose and Natalie Sokoloff) and articles on comparable worth. As associate director of labor relations at the Massachusetts Nurses Association, Dr. Feldberg is beginning a study of the origins and meanings of part-time work among nurses.

Mary Frank Fox is associate professor of sociology, School of History, Technology, and Society, Georgia Tech. Her work focuses upon women and men in occupations and organizations, especially scientific and academic ones. Her current research, supported by the National Science Foundation, is a study with H. Etzkowitz of women in doctoral education in scientific and engineering fields. Her work has been published in over twenty different scholarly journals and collections. She is associate editor of the journal, *Sex Roles*; member of editorial boards of *Work and Occupations* and *The American Sociologist*; and past associate editor of *Gender & Society*. She is a member of the Council of the Sex and Gender Section of the American Sociological Association.

Naomi Gerstel is a professor of sociology at the University of Massachusetts, Amherst, where she teaches courses on gender, the family, and family and work. Her current research, funded by the National Science Foundation and The Russell Sage Foundation, is on the impact of state policy on the strategies for survival developed by the homeless. With Harriet Gross, she coauthored *Commuter Marriage* and coedited *Work and Family*. Her articles on caregiving as well as on divorce appeared in journals such as *Gender & Society*, *Journal of Marriage and the Family*, *Social Problems*, *The Gerontologist*, and *Social Forces*.

Ilsa M. Glazer, an anthropologist, is assistant professor in the Department of Behavioral Sciences at Kingsborough Community College of the City University of New York. The present article is based on three years of fieldwork among New York Jewish women. She has written extensively on Zambian women in development: as Ilsa Schuster, she published *The New Women of Lusaka* (Mayfield) and many articles on Zambian women's occupational groups, politics, family life, and social life. She has also written numerous articles on interfemale aggression cross culturally, on Israeli kibbutz women, and on the human rights of Palestinian women. Her writing is based on fourteen years of residence in Zambia and Israel. Her doctorate is from the University of Sussex, England. Her current research is on black-Jewish relations in New York City.

Evelyn Nakano Glenn teaches at the University of California, Berkeley, where she is professor of ethnic studies and women's studies. Her research focuses on women's work, with particular emphasis on race and gender hierarchies and the impact of technology. In addition to coauthoring many articles on clerical work, she has written extensively on the work and family lives of racial ethnic women. She is the author of *Issei, Nisei Warbride: Three Generations of Japanese American Women in Domestic Service*, and co-editor of *Mothering: Ideology, Experience and Agency*. She is currently writing a book on the race and gender construction of women's work, based on a comparative historical study of African-American, Latina, and Asian American women's labor.

Stephanie Golden is a freelance journalist and medical writer whose involvement with homelessness goes back to the late 1970s, when she began trying to understand "shopping bag ladies." For four years she was a volunteer at a private shelter for homeless women in Manhattan. This experience formed the core of her book *The Women Outside: Myths and Meanings of Homelessness* (University of California Press, 1992), which was a finalist for the Robert F. Kennedy Book Award. She has also written for the *San Francisco Chronicle*, *New York Newsday*, *City Limits*, and *New Directions for Women*. The essay appearing here was first published in *Frontiers: A Journal of Women Studies* 11 (2,3): 1-7, 1990.

Harriet Engel Gross, professor of sociology at Governors State University, long interested in family analysis, is currently researching the history of adoption and its implications for open adoption. She is involved in a long term study of open adoption families and is particularly interested in these as new family forms.

Laurie Russell Hatch is associate professor of sociology at the University of Kentucky, where she teaches courses on gender, inequality, aging, and contemporary social theory. She is a member of Sociologists for Women in Society and has served on the Women's Studies Advisory Board and various women's studies committees at the University of Kentucky. Her research on gender and aging has been published in *Gender and Society*, *Journal of Marriage and the Family*, and *Research on Aging*. She is currently working on a book entitled *Gender and Aging in Perspective: A Life-Course Approach*.

Nancy Henley is professor of psychology at the University of California at Los Angeles. Her research in recent years has focused on gender and communication and on attitudes toward women. Dr. Henley's published works include *Body Politics: Power, Sex and Nonverbal Communication* (1977), *Language and Sex: Difference and Dominance* (coedited with Barrie Thorne, 1975), *Gender and Nonverbal Behavior* (coedited with Clara Mayo, 1981), and *Language, Gender and Society* (coedited with Barrie Thorne and Cheris Kramarae, 1983), as well as numerous articles and book chapters.

Michele Hoffnung is professor of psychology and director of women's studies at Quinnipiac College in Hamden, Connecticut. She is the editor of *Roles Women Play: Readings Toward Women's Liberation* (1971) and the author of *What's a Mother to Do: Conversations on Work and Family* (1992), as well as articles about childbirth, child care, motherhood, and feminist teaching and curriculum change. She is currently working on a longitudinal study of college women's expectations for, and experiences with, balancing employment and family roles, and writing a lifespan development psychology textbook.

Jody D. Horn is research analyst for Starr Litigation Services, Inc., where she conducts studies of jury decision making. She is also a doctoral candidate in the School of Justice Studies at Arizona State University. Her dissertation is on the rhetoric of rights for U.S. women, involving a sociolegal rights analysis of the *U.N. Convention on the Elimination of All Forms of Discrimination Against Women*.

Debra Renee Kaufman is professor of sociology and the coordinator of the women's studies program at Northeastern University in Boston, Massachusetts. Her book length scholarly works include: *Achievement and Women: Challenging the Assumptions* (1982, coauthored with B. Richardson and nominated for the C. Wright Mills Award for notable contributions to sociological thought); *Public/Private Spheres: Women Past and Present* (edited volume, Northeastern University Customs Textbooks, Spring 1989); *Rachel's Daughters: Newly Orthodox Jewish Women*, which explores the relationship between fundamentalist religious right women and feminism during the final decades of this century (nominated for three awards). She is the author of numerous articles and chapters on women, work, the family, and feminist methodology and theory. She is currently working on identity politics and concepts of the other as she analyzes the data she collected during her semester stay as a visiting scholar at Brigham Young University where she interviewed both Mormon and Jewish feminists. She was the twenty-third annual Robert D. Klein lecturer at Northeastern University in recognition of her outstanding scholarly achievement, professional contribution, and creative classroom activity.

Alice Abel Kemp is an associate professor of sociology at the University of New Orleans and director of the women's studies program. She is the author of a sociology/Women's Studies textbook, *Women's Work: Degraded and Devalued*, published in 1994 by Prentice Hall and is currently working on a feminist family text with two colleagues. Her research and publications center on

women's labor force participation, occupational sex segregation, race and gender inequality, and poverty. She is also a seminar leader for Landmark Education Corporation.

Michael S. Kimmel is a sociologist at the State University of New York at Stony Brook where he teaches courses on gender, social theory, and human sexuality. His books include *Against the Tide: Pro-Feminist Men in the United States*, a documentary history (Beacon, 1992), *Men Confront Pornography* (Crown, 1990), *Men's Lives* (2nd edition, Macmillan, 1992), *Changing Men* (Sage, 1987), and the forthcoming *Manhood: The American Quest* (HarperCollins, 1995). He is the editor of *masculinities*, a scholarly journal on gender issues, the book series on Men and Masculinity at University of California Press, and he edits a research series on Men and Masculinities at Sage Publications. He is the spokesperson for the National Organization for Men Against Sexism.

Marlene LeGates teaches history and women's studies at Capilano College, North Vancouver, British Columbia, and at the University of British Columbia, Vancouver. She has a Ph.D. in history from Yale University, has served as coordinator of the Women's Studies Program, coordinator of International Women's Day activities, and chair of the Status of Women Committee of the College-Institute Educators' Association. Having lectured and written on topics within the history of feminism, she is presently finishing a book tentatively titled *Making Waves: A History of Feminism in Europe and North America*, which will be published in January 1996.

Hilary M. Lips is a professor of psychology and director of the Center for Gender Studies at Radford University in Virginia, where she teaches courses in social psychology, the psychology of women, and the psychology of sex and gender. Her books include *Sex and Gender: An Introduction and Women, Men, and Power*, for which she received the Distinguished Publication Award from the Association for Women in Psychology. Her current research focuses on gender and self-concept as factors in mathematics and science achievement and on reactions to powerful women.

Ruth B. Mandel is professor at the Eagleton Institute of Politics at Rutgers University and director of Eagleton's Center for the American Woman and Politics (CAWP). She writes and speaks widely about women and leadership, with particular emphasis on women as political candidates, women in office, women's political networks, and the "gender gap." Her book, *In the Running: The New Woman Candidate* (Beacon Press, 1983), describes women's experiences campaigning for political office. In 1984, she was executive producer of *Not One of the Boys*, a sixty-minute film created by CAWP to document the progress women are making and the obstacles they encounter as they enter political life.

Mandel oversees the center's work with women public officials, has co-directed a national research program to study the impact of women in public office, and is developing summer institutes and other educational programs to interest young women in political leadership. A member of the Faculty of Arts and Sciences at Rutgers, Mandel currently teaches graduate

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