

Trinity College Women's Center Newsletter

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Racism and Sexism in the Faculty and Administration

by SarahAnne Cutler

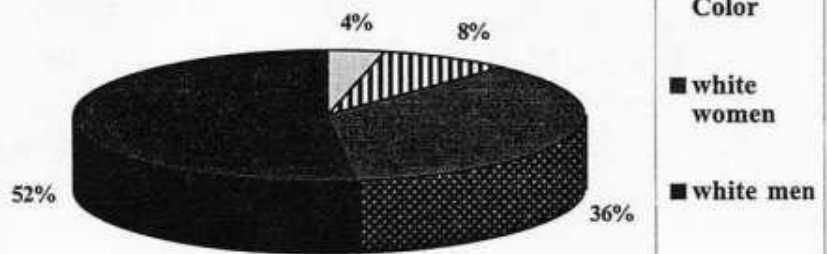
Diversity has become a buzzword. Everybody wants it, everybody's all for it. Trinity keeps talking about diversity as if it exists here. I want to know exactly what the college means by "diverse." Usually, when students talk about diversity, they are referring to the mostly white, privileged student body. I have had, and have overheard, many many conversations lamenting the lack of diversity among students here. Complaining or joking about the homogeneity of the student body is practically a standard feature in the Tripod. If being diverse means promoting an atmosphere where difference can flourish, we, as students, have been ignoring a large part of what being diverse must include.

What about Trinity's faculty and administration? They are the ones making the decisions about what goes on at Trinity. They are a huge part of what determines the culture and climate of this school. And, if you take a closer look at the faculty and administration, you will find that the majority is homogenous according to race and sex.

I want to talk about the diver-

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Average Distribution of Faculty



for more statistics on the faculty, see pages 5 - 7

Rohypnol Pamphlet

The Women's Center has published a new pamphlet on the dangers of the drug Rohypnol, otherwise known as roofies.

The pamphlet contains information on why Rohypnol is potentially dangerous, how to avoid it, and what to do if you believe you have been a victim of Rohypnol induced rape.

Copies of the pamphlet can be obtained at the Women's Center, or various locations around campus. §

*"I am only one; But still
I am one. I cannot do
everything, but still I can do
something; I will not refuse
to do the something I can do."*

-Helen Keller

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Sisterhood is Global

news from around the world

Sexual Harassment In Japan

In a recent survey of Japanese government employees, 94% of women who responded reported that they had experienced some form of sexual harassment, "ranging from a display of nude posters in the office to forced sex." The survey was the first of its kind to inquire into the Japanese government which is made up of 75% men. Naoto Takashima, of the National Personnel Authority who administered the survey said he was not surprised by the results. He also said that a panel would be established to adopt preventative measures before April 1999. The first sexual harassment case was not filed in Japan until 1992, where such conduct was largely accepted until the 1980s.

source: AP Worldstream, March 12, 1998

UN Report on Abortion

According to a report by the World Health Organization, a UN agency, 20 million unsafe abortions kill about 80,000 women per year around the world. The report was compiled to promote safe motherhood, not abortion, though it said there was evidence that anti-abortion laws are linked to higher rates of unsafe abortions and resulting deaths. For example, the Netherlands has non-restrictive abortion laws, widely available contraception and free abortion services, and the lowest abortion rate in the world. The WHO report found about 75 million unwanted pregnancies around the world per year. The report also found a link between unsafe abortions and women's economic status. About

95% of unsafe abortions were performed on women from developing countries. Said WHO's chief of Maternal and Newborn Health-Safe Motherhood, "the poorer the woman, the more likely she'll have to settle for a more dangerous abortion."

source: AP Worldstream, March 19, 1998

Discrimination Against Women in the Dominican Republic

A report by the United Nations Development Program singled out the Dominican Republic for its treatment of women as it praised other Caribbean countries such as the Bahamas and Barbados for the equal status of women in their countries. According to the report, women in the Dominican Republic face discriminatory laws, widespread domestic violence, and high numbers of women are forced into prostitution by poverty. One of six women will be a victim of abuse, most likely from a family member. Gladys Gutierrez, director of the Ministry of Women's Affairs, told the UN committee who compiled the report that her country was ashamed of its discrimination against women and assured that the current government was addressing the problem.

source: AP Worldstream, March 21, 1998

Women's Rights in Palestine

On March 28, 1998, the Women's Center for Legal Aid and Counseling opened a controversial conference on women's rights. The group recommended several changes in the traditional law which is widely enforced

in Palestine: rescinding the requirement for women to have a male legal guardian's approval for marriage, decriminalizing consensual extramarital sex, and giving equal inheritance rights to women instead of the half stipulated by Islamic law. Hanan Rabbani, the project manager said, "We have been accused of being Satanic, Westernized, of trying to divide society and being anti-Islamic. But we have no problem with religion. Islam gave women many rights, it is just that practice is falling short of theory." Mukarram Qasrawi, a school principal said "We only want to be able to express ourselves. I should not be forced to walk behind the man, and he should not be forced to walk behind me. We should want to walk side-by-side."

source: AP Worldstream, March 26, 1998

Women's Rights in Nepal

April 3, 1998, police arrested 60 of more than 200 women demanding equal rights. "We were on our way to present a memorandum to parliamentarians demanding the approval of a bill that would grant women equal property rights. We want the bill to be approved and adopted this session with no more delays," said Durga Ghimire, a women's rights activist. In Nepal, women have almost no property rights. Sons automatically inherit parental property and a woman can claim a share only if she remains unmarried until the age of 35. Nepalese women's rights groups have called the laws discriminatory and demanded that they be replaced with laws granting equal rights to daughters.

source: AP Worldstream, April 3, 1998

Sisterhood is Global

news from around the world

Harassment of Women Priests in the Church of England

After a survey of six dioceses found that most women priests say that they have suffered some form of harassment, the Church of England issued a statement that they would not tolerate it. "In no shape or form would we tolerate harassment or bullying of women," said Dr. William Beaver, the church's communications chief. "Every woman cleric knows where to take any allegations for redress." The study, according to a British newspaper, reported bullying "ranging from verbal abuse and intimidation to ostracism and routine discourtesy by male priests," including evidence that some women priests had been physically injured by male colleagues, and even been sexually assaulted.

source: AP Worldstream, April 5, 1998

US Feminists Working with Japanese Women's Movement

"The movement for women has gone global," Eleanor Smeal, the former president of NOW, told reporters April 1st. Smeal and two other feminists were in Japan for a ten-day visit. In their meetings with Japanese women leaders, they discussed strategies on how the two movements could collaborate. Actions may include helping to bring sexual harassment lawsuits against companies in both countries. Vicki Saporta, executive director of NARAL, urged the Japanese government to make oral contraceptives available.

source: AP Worldstream, April 1, 1998

10 Things Men Can Do To End Men's Violence Against Women

1. Approach gender violence as a men's issue, involving men of all socioeconomic and racial backgrounds. View men not only as perpetrators or potential offenders, but as empowered bystanders who can confront abusive peers.

2. If a brother, a friend, a classmate, or a teammate is abusing his female partner - or is abusive to females in general - don't look the other way. Urge him to seek help, or if you don't know what to do, consult a friend, a parent, a teacher, or a counselor. Don't remain silent.

3. Have the courage to look inward. Understand how your own attitudes and actions may perpetuate sexism and violence, and work to change them.

4. If you suspect that a woman close to you is being abused or has been sexually assaulted, gently ask if you can help.

5. If you are emotionally, psychologically, or physically abusive to women, or have been in the past, seek professional help now.

6. Be an ally to women who are working to end all forms of gender violence. Support women's programs. Raise money for battered women's shelters and rape crisis centers. If you belong to a team or a student group, organize a fundraiser.

7. Recognize and speak out against homophobia and gay-bashing. Discrimination and violence against lesbians and gays are wrong in and of themselves. This abuse has direct links to sexism (for instance, men who speak out against sexism are often subject to homophobic abuse - one reason so few men do so).

8. Attend programs, take courses, and read articles and books about masculinity, gender inequality, and the root causes of gender violence. Educate yourself and others about how larger social forces affect the conflicts between individual men and women.

9. Don't fund sexism. Refuse to purchase any magazine, rent any video, or buy any music that portrays women in a sexually degrading or violent manner. Protest sexism in the media.

10. Mentor and teach young boys about how to be men in ways that don't involve degrading or abusing girls and women. Lead by example.

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"Diversity"? hardly.

continued from page 1

sity, or lack thereof, of the Trinity faculty and administration. I don't think enough attention is being paid to the subject by students and administrators alike. When was the last time you thought about it? Have you ever? Why aren't students telling the administration that this sexism and racism is unacceptable? Women represent 46% of the student body; why are they only 11% of the people who make major decisions here? Minority students are 17% of the student body; why are they completely unrepresented among the people who make major decisions?

I refuse to believe that there are no men or women of Color, and only two white women out of 11 positions, who are qualified and capable of being a key officer of this college. Any defense of the all-white upper-echelon of Trinity would be misguided, if not false. Recognize it for what it is: racist and sexist.

Trinity can say, in its defense, that it has hired some women of Color to positions within the administration. Kimberly Jones is the assistant dean of multicultural affairs. I think that her appointment to that position is an excellent example of a person of Color being hired and placed in a position to deal with "race issues." It is problematic on two counts: first, the assumption that only people of Color are able/interested in dealing with race issues and second, the marginalization of people of Color into personnel or race-related positions, far from positions of real power. Again, I don't want to hear anymore talk about "diversity" as if it exists here.

"Women and minorities encouraged to apply" is an often heard phrase from institutions like Trinity

who call themselves equal opportunity employers. The college is indeed moving to make "women and minorities" better represented in the faculty. Over the last four years, minority men have made up 8% of the faculty, minority women only 4%. White men represent a majority - 52% of the faculty. The remaining 36% are white women. This is actually an improvement over years past when there were no white women or persons of Color.

Indeed, the college could claim that they are currently moving to place more minorities into tenured positions. The statistics show that they are putting more minority men into tenured track positions. In 1997-1998, the comparison of minority men to white men in tenured track positions is 50/50. This shows an aggressive move on the part of the college to increase the number of tenured minorities in the male faculty. However, they are ignoring women of Color in the process.

Only eight of the 301 faculty in 1997-1998 are women of Color. Eight! None of them have tenure. Only two of them are in tenure track positions. This means that women of Color are only 10% of the female faculty in tenure track positions. White women, who do not bear the burden of racial discrimination, hold 30 tenured positions on the faculty, and 11 tenured track positions. They are only 28% of the tenured faculty.

Why is the college continuing to allow women of Color to be severely under-represented in the faculty? If you compare the white faculty to the minority faculty, white women make up 42% of the total number of white faculty, but minority women make up only 20% of the total minority faculty. Furthermore, the minority women who are being hired are concentrated in long-term

contracted positions which lack the job security and academic freedom of tenured positions. This is appalling.

It must be addressed, and rectified, if there is to be any hope of changing the oppressive culture of this college. We must go beyond the current trend of complaining about a lack of diversity, and directly address issues of racism and sexism that are evident in all levels of Trinity life. As long as the overwhelming majority of the administrators and educators at Trinity are white and male, the college will continue to perpetuate sexism and racism and we, as students, will continue to be complicit in this by remaining silent. §

Interesting Sites on the WWW

The Women's Center
[www.trincoll.edu/admin/
womens_center/](http://www.trincoll.edu/admin/womens_center/)

The Women's Center has been expanding and updating its website. Check it out!

*Distinguished Women
of Past and Present*
www.netsrq.com:80/~dbois/

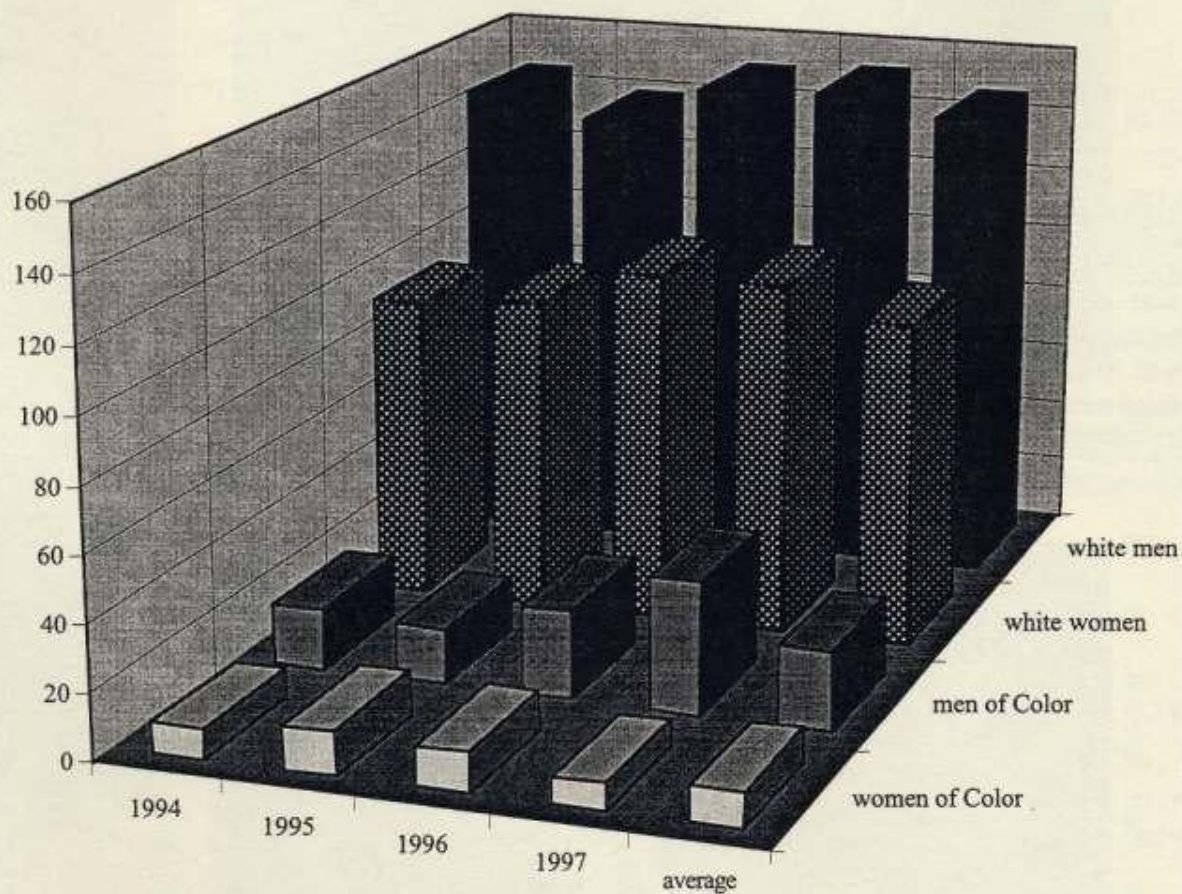
"This site has biographies of women who contributed to our culture in many different ways. There are writers, educators, scientists, heads of state, politicians, civil rights crusaders, artists, entertainers and others. Some were alive hundreds of years ago and some are living today. We've heard of some of them, while many more have been ignored by history book writers. I'd like to acknowledge as many as I can."

Faculty Statistics

All statistics are from the Office of Institutional Research

The Women's Center would like to thank Kent Smith for his help in providing this information.

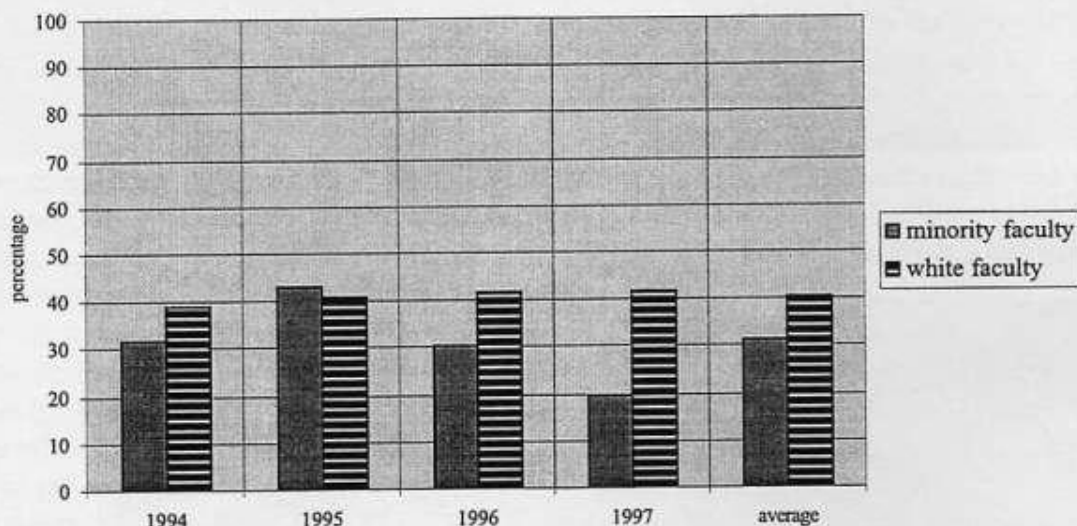
All Categories of Faculty



Faculty Statistics

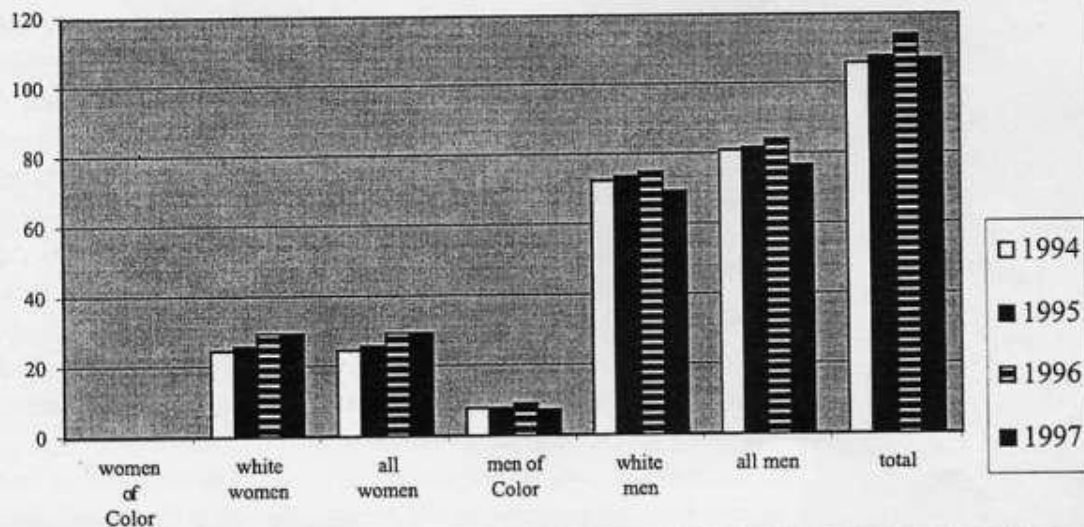
*this graph is meant to convey the higher percentage of white women among the white faculty as compared to the percentage of women of Color among the minority faculty.

Percentage of Female Faculty by Race Category

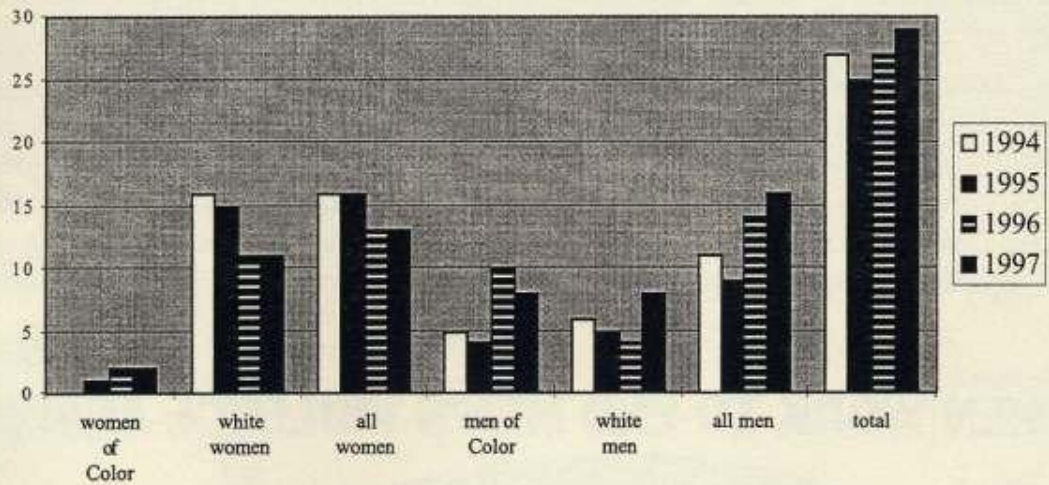


note: *long-term faculty* refers to faculty on long-term contracts (3 or more years) but not on tenure track; *long-term adjunct faculty* refers to faculty with an on-going teaching relationship with Trinity but who are on short-term (1-year or 1-term) contracts; *adjunct faculty* refers to short-term contract faculty without a connection to Trinity extending back more than 3 years.

Tenured Faculty



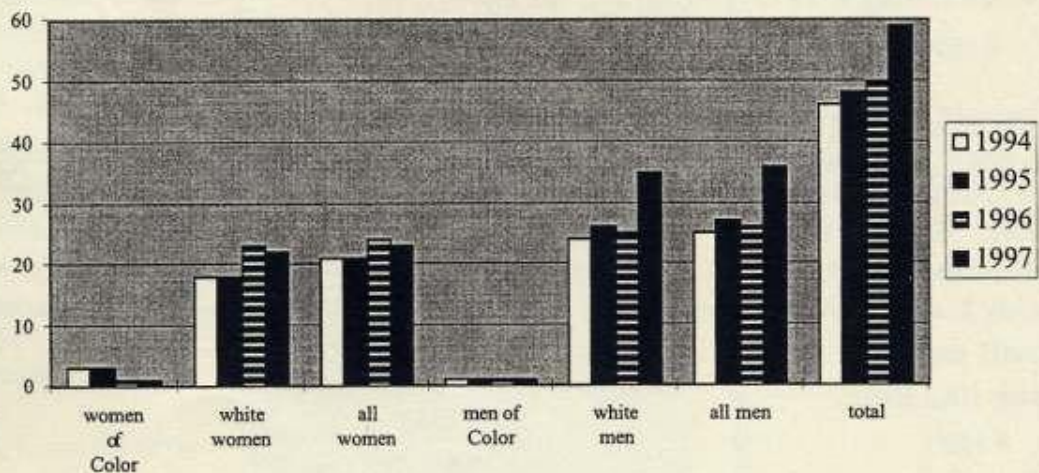
Tenured Track Faculty



Long-term Contracted Faculty



Long-term Adjunct Faculty



Bulletin Board

news and notices

from a pamphlet published by Real Men:

REAL MEN is an anti-sexist men's organization, founded in Boston in 1988. We are a group of educators and activists. Our goal is to encourage a critical mass of men to speak out against sexism and all forms of men's violence against women. We are a profeminist, anti-racist, lesbian/gay/bi-affirmative grass roots group which seeks an end to all of our society's root inequities - particularly sexism. To this end, we provide speakers, sponsor forums, hold fundraisers for women's shelters, produce and distribute literature, organize public actions, and, perhaps more importantly, work in coalition with the women's organizations that are in the forefront of this struggle.

REAL MEN WORK TO END MEN'S VIOLENCE AGAINST WOMEN

Why should men be concerned with "women's issues"?

Calling sexual harassment, rape, battering, and all forms of sexism "women's issues" is part of the problem. It takes the focus off the perpetrators. It allows men to evade responsibility for the outrageous level of violence women are forced to live with. Also, men are gendered beings. Men's lives are shaped profoundly by cultural constructions of masculinity. Any serious attempts to reduce violence in our society must pay attention to the realities and complexities of men's experience.

Isn't it in men's interest to perpetuate sexism?

It is true that dominant groups rarely cede power without a struggle. However, it is inaccurate and simplistic to see men as a monolithic sex class that benefits unquestionably from traditional gender arrangements. Men are divided by class, race, ethnicity, and sexual orientation. Many men are the victims of sexual and other forms of violence, both as children and adults. Many of us experience emptiness, pain and loss due to the constraints of traditional masculinities. But even more importantly, growing numbers of men are realizing that because sexism hurts the women we love - it hurts us too.

Why do we call ourselves Real Men?

Because a critical step in eradicating sexism and violence of all types is helping to redefine what it means to be a "real man." We believe that, contrary to the popular stereotype about "real men" as macho tough guys, it is important for men to rethink and work to change traditional masculinity, which is often more difficult to do and takes more courage.

How can people support or get involved with Real Men?

We welcome anyone who agrees with our principles. There are many ways to get involved: coming to our monthly meetings (the second Tuesday of each month); volunteering specialized skills (e.g. computer skills, desktop publishing, artwork, banners); donating money or materials. We welcome women's participation, but our group's primary objective is encouraging men to educate, politicize, and organize other men. We do work closely with the Jane Doe Safety Fund, NOW, and other campus and community-based women's organizations.

For more information, write to:

Real Men

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