

They Want Changes-NOW

A traditionalist might have looked at the clock, noted that the program was supposed to have started 10 minutes before, and muttered something under his breath about women always being late.

It's just this kind of sex stereotype that a women's organization meeting Monday night at the Racine Labor Center is trying to change. The group right now is called the Racine-Kenosha Ad Hoc Committee for Women's Liberation. Hopefully, they'd like to become a chapter of NOW—National Organization of Women. Four members of NOW organizations in other cities gave the program Monday night.

Plainly all four of the panelists, as well as the audience, were women in a "hurry"—in a "hurry" to change laws regarding women.

First to speak was Gene Boyer, NOW national treasurer from Green Bay.

Cites Changes

"There's nothing so irresistible as an idea who's time has come," Mrs. Boyer said.

"The idea that has come in this last decade is for women to come to their full status and stature."

Why? Because of many sociological changes. Mrs. Boyer began citing some of them.

In mother or grandmother's time, said Mrs. Boyer, a woman could expect to live 45 to 55 years. Today, she has a life expectancy of 75 to 80, and her daughter can expect to live to be 100.

In grandmother's time, said Mrs. Boyer, 20 out of every 100 women had a high school education; two out of 100 had completed college. Today, said Mrs. Boyer, 80 out of 100 women have finished high school and 18 out of 100 are college graduates. Almost all of the next generation will be college-educated and beyond, said Mrs. Boyer.

In grandmother's time, said Mrs. Boyer, 23 per cent of the women were employed outside the home and their average age was 28. They were more apt to be single than married.

Today, 42 per cent of the

women are employed outside the home and more often than not, the woman is married.

In her daughter's time, said Mrs. Boyer, 9 out of 10 women will work at some time in their lives and 70 per cent will be in the work force at any one time.

Traditional Image

One of the things that NOW has been trying to do since it was founded four years ago, said Mrs. Boyer, is to help people adjust to the changing culture shown by these statistics.

Despite these statistics, said Mrs. Boyer, there remain the traditionalists who refuse to see them. Who is the traditionalist?

He's the one "who polarizes the definitions of masculinity and femininity into such expectations as a 'real man is tough and aggressive' or a real woman is dainty," said Mrs. Boyer.

He's the person who "believes mothering is something only mothers do." That there are men's jobs and women's jobs and women's are confined

to mothering, housewifery, consuming and otherwise serving men's sexual and domestic needs."

"The traditionalist," said Mrs. Boyer, "is most emphatic about mother-father roles being clearly defined and the mother bearing the major responsibility for child rearing even after school."

"The traditionalist also has a moralistic idea about marriage, divorce, sexuality and how men and women ought to conduct themselves socially. All pressures favor marriage as the ideal state . . ." said Mrs. Boyer. And the traditionalist, she added, believes men and women should be educated differently.

Contrary to this, the liberalization "sees no reason why men and women's life styles should not become essentially similar . . . to meet reality." "Anatomy is not destiny," said Mrs. Boyer. "Sex is not gender. Males and females are not biologically; masculinity and femininity are cultural. These elements may blend and coexist in each person."

Rather than defining the man's and father roles, the liberalizationist, said Mrs. Boyer, may acknowledge that "in some cases the man might be better at taking care of the children than the woman. And they use a term 'parenting'."

Also said Mrs. Boyer, the liberalizationist looks at the future computer world and sees that it will be "brain power" not "brawn power" that will be required to keep the jobs of the future.

The liberalizationist, said Mrs. Boyer, feels our society penalizes the single woman because it is couple-oriented and child centered. "Even with marriage, a woman's position is based on an ancient Roman law that spoke of perpetual tutelage. Thus in 42 common law states, a married couple is regarded as a single legal entity, but the husband is the representative of that legal entity."

Current Projects

Mary Jean Collins-Robson, NOW regional director, told of some of the areas NOW is now at work on.

One is the equal rights amendment to the Constitution. This she said, could put an end to some 1,000 state laws that restrict women.

A second is equality in employment. Women earn 58 per cent of what men earn doing the same work, said Mrs. Collins-Robson, using Department of Labor statistics. And 28 per cent of the women in the U.S. who have college educations have clerical jobs, she said.

NOW is also working for more child care centers. "Every woman who has a



Four members of an action-oriented group NOW (National Organization of Women) were in Racine Monday to address a Racine audience. Standing in the center is Mary Ann Malers, one of the Racine group who has been trying to form a NOW chapter. The panelists are, left to right, Karen Boehning of

Chicago, Joyce Borkenhagen of Milwaukee, Mary Jean Collins-Robson of Chicago and Gene Boyer of Beaver Dam. The Racine group has been meeting in rap sessions for several months.

—Journal-Times Photo by Charles S. Vallone

child is in some way discriminated in the market place," said Mrs. Collins-Robson. "We can no longer be penalized for being mothers."

NOW groups are working to get centers and have them open 24 hours a day. The centers, said Mrs. Collins-Robson, are important in a time when couples are limiting the number of children they have. These centers will give the child peer groups.

Joyce Borkenhagen, a member of the Milwaukee NOW group, told how the chapter had been working with the Milwaukee Journal for over a year, trying to get the paper to change its want ad policy.

The NOW group has worked to reduce the help wanted female and help wanted male categories. Members are now testing this classification system with employees before taking it to the paper.

Finally spoke was Karen Boehning, who is "chair person" of the Women's Image Committee in the Chicago NOW chapter.

Her committee is planning to take action next month against a Chicago television station. This station has 25 executives listed with the FCC, not one of them a woman, said Miss Boehning.

The station, she said, made

a statement to the FCC that it will not discriminate in employment on the basis of race,

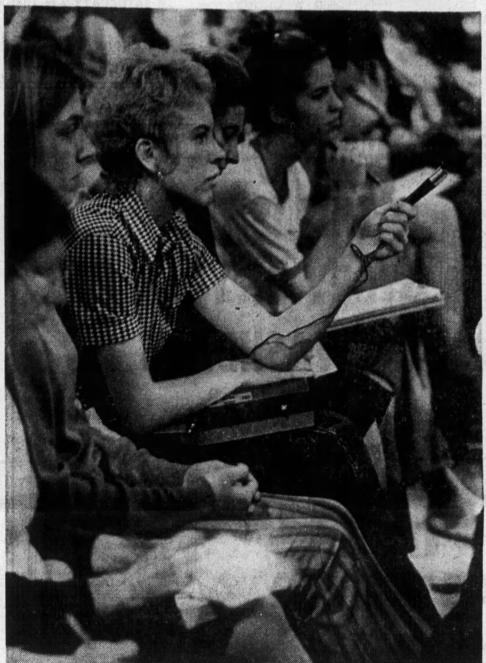
color, creed, national origin or sex. Yet in fact, said Miss Boehning, the station has an

employment program of seeking out people from minority races, but not women.

The committee also plans to tackle Chicago's largest advertising-public relations agency. Ads put out by that company often try to sell a product for its male or female qualities, or portray women confined in their roles or as not competent, said.

At the same time the committee is confronting the advertising-public relations firm, it will be confronting the manufacturer and the FTC, said Miss Boehning.

And, if they don't succeed the first time, they'll keep coming back. It'll be NOW and forever, promised Miss Boehning. "We may be gray before we're through."



Some 50 persons attended the meeting Monday night, the first organizational meeting of the Racine NOW chapter. Some members of the audience recorded the speakers talks on tape recorders. There will be another meeting of the group the second week in December.

Women's Council Eyes Right of Way, Renewal

The Southside Revitalization project and the current status of the Wisconsin Transit Right-of-Way Authority formed in 1963 by the North Shore railroad had last met in 1964. Mrs. Langdon, a member of the Women's Civic Council when the authority's board was reelected at the Woman's Club established to discuss how much of the land along the right-of-way was owned by governments.

Preceding the speakers, Mrs. Langdon, a member of the City Plan Commission, passed out copies of the Congressional Records and explained how much of the land had been purchased; how much of the land was first offered to the state in compliance with the state law and what are the legal consequences if it was not; and how much of the land has been developed; how much of the land as a frown line over it that a state law gives the state the right to buy such property according to Mayor Kenneth Huck, taken "a very definite position" that the state was offered against it.

Possibilities of federal aid or interest-free federal loans under a new \$1.1 billion transportation act have spurred interest and

activity on the right-of-way, she commented. Another meeting of the authority has been scheduled for Nov. 30 and it is hoped that by that time the state will accept or reject the option to purchase the land, Mrs. Langdon concluded.

LeBearsch, resident planning consultant of the Southside Revitalization Corporation, delineated the area involved in revitalization as bounded on the north by 12th St., on the east by Lake Michigan, the west by the Chicago and Northwestern Railroad tracks and on the south by 24th St. Some 8,000 people of varying ethnic, financial and educational levels live within the area. A survey of the 672 homes

in the area, Bearch said, indicated that 55 per cent are in good urban planning from the good condition, 35 per cent fair and the rest are in poor condition. Of owner-occupied homes, one in 20 needs repair; of rentals five in 20 need repair.

Some houses have been purchased by the Corporation, Bearch said, and will be offered to those who wish to improve their living conditions. Graphs were shown to indicate the recreation areas, day care centers, shopping centers and re-traffic which is planned in the area.

Racing's repeat of its housing code made the city ineligible for Federal money for housing, he pointed out.

John Vande Bunt who is writing



\$2 Million Memory

Miss Bessie Cohen, an elderly Philadelphia real estate woman, bought the Ambassador Hotel in Atlantic City, N.J., for \$2 million, 42 years after she went for a swim at the hotel and made up her mind to buy it. She made the purchase at a federal bankruptcy auction, saying she'd worked 16 hours a day, seven days a week to earn the money.

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Women's Group Vows to Beat Those Who Vote Against Aims

BY ROBERT ENSTAD

The National Organization of Women announced yesterday it will work to defeat Illinois legislators who do not support legislation backed by the women's liberation movement.

N. O. W. said it also may put up its own candidates in districts where it believes it has a good chance of defeating "antifeminist legislators."

Formed thru Coalition

"We will go after those people with feminist candidates, perhaps female, and win," said Mrs. Mary Jean Collins-Robson, Midwest coordinator for N. O. W. "The present legislators better be on notice that they will fail to be elected if they don't have a good voting record."

She said the Illinois Political Caucus is being formed thru a coalition of groups which sup-

port the women's liberation movement. Besides supporting candidates, Mrs. Collins-Robson said, the caucus also will urge the political parties in Illinois to have at least 50 per cent representation by women at the state political conventions.

Mrs. Collins-Robson spoke at a new conference called to announce plans for the 51st anniversary of women's suffrage on Aug. 26.

In Chicago, N. O. W. will sponsor a fund-raising event at 8 p. m. Aug. 26 in Orchestra Hall to raise money for a Washington lobbyist. Speakers will include Aileen Hernandez, national president of N. O. W., and Caroline Bird, an author.

Jackie Marsh, coordinator of the program, said N. O. W. hopes to raise \$100,000 nationally to support an office and lobbyist in Washington. She said that the Washington office will keep tabs on the voting

records of congressmen and will buttonhole them "like any other special interest group."

Will Not Be Idle

"No other potentially powerful political group has been as ignored or misused as the women of this country," said Karen Boehning, president of the Chicago chapter of N. O. W. "Fifty-three per cent of this nation's population no longer will stand idle while Congress passes laws that disregard their demands for equality.

"In 1971, we will attempt to rectify the existing inequalities as a women's lobby becomes an important part of the Washington political scene."

Mrs. Collins-Robson said N. O. W. hopes to triple the female representation in the next Congress. There presently are 11 congresswomen and one female senator.

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Women's Lib Day Activities Scheduled

Women's rights activists will present Mayor Daley with a package of proposals today asking changes in various city ordinances to include protection for women.

The occasion will be the 51st anniversary of women's suffrage, which is being celebrated as part of Women's Achievement Week.

Members of the National Organization for Women [NOW] will ask Daley to make amendments to the ordinances concerning fair employment, public accommodations, human rights and fair housing. They will ask that the ordinances prohibit discrimination against sex as well as discrimination against race, religion and creed.

No Strike Scheduled

Instead of striking as they did last year in their first nationwide demonstration, women activists will remain on their jobs and emphasize the accomplishments of women in politics, culture and other fields.

A rally will be held at noon

today at Civic Center Plaza, according to Karen Boehning, Chicago NOW president.

The theme of the rally will be "A Progress Report: Our Work Toward Equality."

Among speakers will be Odas Nicholson, a Chicago attorney who served as a delegate to the Illinois Constitutional Convention, and Susan Farbin, 11, who won trophies as the first girl to enter a local soapbox derby.

Evening Program Set

NOW is sponsoring a nationwide fund-raising campaign to collect \$100,000 for a women's lobbying office in Washington.

The Chicago effort will consist of a program at 8 p. m. today in Orchestra Hall. The speakers will be Aileen Hernandez, NOW's national president, and Caroline Bird, author.

NOW members said they viewed Gov. Ogilvie's designation of this week as Women's Achievement Week as a major accomplishment for women's rights.

Women's lib angle in clerical protest

By MARY GANZ

Associated Press Writer

CHICAGO (AP) — The women seated at a row of shiny formica-topped desks work steady at their electric typewriters in the offices of the Joseph K. Dennis & Co.

Eighteen floors below construction machinery grinds on as always in the central business district of Chicago. Here the noise is blocked by airtight picture windows, thick blue carpets, and the controlled environment of air conditioning.

This office of a successful insurance brokerage does not look like a stage for a bitter labor-management confrontation. But nine employees quit and two were fired in the wake of an unsuccessful attempt to organize the clerical workers into an AFL-CIO union.

One floor up in the same building, Arthur Jens, chairman of the board of the Fred S. James & Co., which is the parent of the Dennis enterprise and the fourth oldest company in Chicago, sits in an elegant meeting room and talks about the events of the past three months.

"This took on a texture that had to do in my opinion less with unionism and more with women's rights," says Jens, a tall, white-haired man of 60.

"There is in the 'lib' movement a certain element of vulgarity. There were words used around the office.... We happened by accident to have one

or two of those persons working here. This I think—the vulgarity—was in part responsible for the high feelings surrounding these events."

Feelings ran so high that at one point, after the clerical employees had rejected the union by a vote of 25 to 11, a nonunion employee allegedly threw a pair of scissors at a union member.

Karen Boehning led the revolt against her former employers. If she had it to do over again, she says, she would try not to let the fight to establish the union "deteriorate into an anti-management thing."

"The important thing is to teach the employees to set their sights higher," she says.

Ms. Boehning who prefers to be called Ms. and a handful of other women say they plan a broadside attack on the financial industry, organizing clerical workers into the Communications Workers of America, an AFL-CIO union.

"I've been a clerk in insur-

ance firms since I was 19," Ms. Boehning says. (She's 27 now). "I got tired of living from paycheck to paycheck. I got tired of the poor benefits. And there was no way to make changes—no grievance procedure."

So the C.W.A. supplied Ms. Boehning and her group with a spacious office and access to research materials—like one study which shows that, in the Chicago area, the finance industry consistently pays less for its clerical help than do six other major industries.

Historically, union organizers have had little luck in white-collar industries. The C.W.A. has been successful in organizing telephone operators and clerical employees involved in radio and television. This is their first major thrust at a broader spectrum of white collar employees.

"It's amazing that the white collar worker can sit back and see blue collar workers cleaning up," Ms. Boehning says. "But they're happy as long as

they have the pretty office and the telephone on their desk."

Ms. Boehning's immediate concern is to get back her job and that of the other woman fired by the Dennis company. The two claim they were fired because of their efforts to organize the union and have filed unfair labor practices complaints. Company officials say they were dismissed because they were "habitually tardy" and broke other rules.

More long-range plans for Ms. Boehning's group call for

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"consciousness-raising sessions" with other clerical workers who become interested through the group's leafleting campaign.

Jens contends that there is no need for a labor union in his company or in the finance industry generally. "We are risk managers, a profession," he says. "Our employees—all of them—walk side by side. We all

walk on the same carpets. We all breathe the same air conditioning."

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For Your Information

Feminists fight for berth at the bar

By Peter Gorner

ONE SMALL STEP for women: Feminists netted by local nightclubs, which refuse to seat unescorted women at the bar with the argument they may be prostitutes, won a small victory last week.

Judith Lonnquist and Karen Boehning, thwarted in the past in attempts to sit at the bar in Mister Kelly's where there is no cover charge, enlisted the aid of comedian Lily Tomlin. She invited them and about 30 allies to her early show Friday night. Sixteen were seated at the bar, and the others at tables, with no fuss.

Ms. Lonnquist and Ms. Boehning filed a civil rights suit against Kelly's after allegedly being denied bar seating Oct. 6. But Municipal Court Judge James Murphy dismissed their suit on Dec. 21, taking note of the high rate of prostitution in the Gold Coast area.

"Needless to say, we weren't satisfied," said Ms. Lonnquist, and they turned to Ms. Tomlin who, it will be remembered, walked off the Dick Cavett Show over the line "My wife is my favorite pet."

When questioned, Mister Kelly spokesmen denied that such a policy had ever existed [albeit Tomlin lambasted it in her monolog]. In any case, they said, unescorted women are now being allowed at the bar, a statement Lonnquist plans to test periodically.

"This is just the beginning," said Ms. Boehning, leveling her sights on other nightclubs and saloons in the vicinity.

They're not somethin' else

THOSE TV ads for little cigars which look suspiciously like cigarettes soon will come under congressional attack. Utah Sen. Frank E. Moss, longtime leader of the antismoking forces in Congress, says he will introduce a bill to ban all ads for little cigars from radio and television.

Aides predict success because most cigarette makers are not involved and the powerful tobacco lobby is unlikely to be stirred into action.

But Moss is worried that the manufacturers may be forced to compete with such firms as R. J. Reynolds, whose Winchester cigars are the TV prototype for a market Moss says "is proliferating."

Behold, the beholders

WITH THE weight given today to personality assessment and psychological testing, a study released by the University of California bears mention. It tested those who do the testing and the results held some sexist surprises.

Twenty-three men and women, all clinically experienced corporate psychologists, evaluated 50 women and 48 men using standard tests. The women psychologists saw the women as more infelicitously competent than did the men psychologists, and scored them higher in such areas as diversity of interests and satisfaction with self.

The men, tho, viewed their own sex more harshly: Self-defensive, self-pitying and reluctant to act were the biggest complaints.

In general, the men psychologists criticized men and women who departed from the common sex stereotypes, while the women psychologists criticized them for adhering too strongly to them.

Many careers hang in the balance of such criticism.

A soldier's song

"MEDICAL SCIENCE IS creating a vast population of handicapped people, people who normally would have died," commented Harold Russell when he stopped by to talk about the problem. "We're going to have to make a decision about these people, either to keep them on welfare or to find them jobs." Russell, a plain-spoken man who makes do with hooks instead of hands, is voluntary chairman of the President's Committee on Employment of the Handicapped.

He's been a symbol of determination of nearly 30 years now, after losing his hands in a wartime training accident. He won two Oscars for his portrayal of handless veteran Homer Parrish in "The Best Years of Our Lives," the 1946 film classic about the problems faced by veterans returning from World War II. The Academy-Award winner will be shown Sunday night at 10:30 on WGN-TV.

Russell thinks it's as timely as ever. "But the returning vet from Viet Nam's got even bigger problems. We were heroes, but there're no bands playing now. This kid's usually from the inner city, fought a stinking war he didn't like, comes back smashed up, and finds he's rejected by society.

"We're trying to reach him, tho, to find out what he needs, to retrain him. But he's not really receptive. He's got to be shown." Russell, who considers his hooks an inconvenience but no handicap, has dedicated his life to showing them and employs 650 handicapped people in telephone sales.

L'Chaim! Salute! Cheers!

MIGUEL CARPIO is 123 and still a flirt. "I can't see too well any more," he told Harvard professor Alexander Leaf, M.D., "but by feeling I can tell whether they're women or not."

Dr. Leaf sought out the earth's oldest people in the Andean village of Vilcabamba in Ecuador, the land of the Hunza in Kashmir, and in Azerbaijan in the southern Soviet Union. Some 5,000 centenarians live in the Caucasus alone, 2,500 of them in Azerbaijan including Shiral Misilimov, the world's eldest elder at 167. Dr. Leaf reveals his findings in the January issue of National Geographic.

The cultures shared the traditions of farming and heavy work in mountainous terrain. Early diets low in animal fat apparently delayed the onset of arteriosclerosis. Only the married reached advanced age, and most of the women had many children. Of 15,000 subjects over age 80 studied by the Soviets, 70 per cent were still active, honored by the young, and there was no forced retirement. When they stopped contributing, the elders died quickly. When told Americans don't attain his age, Gabriel Chapman, 117, told Leaf, "They're too literate."

NOW Plans Women's Benefit For Suffrage Anniversary

NOW, National Organization for Women, is planning a special benefit program Thursday, Aug. 26, to honor the 51st anniversary of women's suffrage.

Highlight of the day will be an evening program at Orchestra Hall entitled "Women: From Promise To Power."

Organized to raise funds for a national Women's Lobby in Washington, D. C., the program will feature major addresses by Aileen C. Hernandez, national president of NOW from San Francisco, and Caroline Bird, New York author of "Born Female: the High Cost of Keeping Women Down."

Chicago NOW president Karen Boehning explained, "The benefit was entitled 'From Promise to Power' because women got the promise of political power 51

years ago with the right to vote, but they need a national lobby and more elected representatives to use their potential power to solve basic problems of job discrimination, child care and reproductive freedom."

TICKETS FOR the program, which will include entertainment by a prominent female performer, are being sold for \$10. Women's organizations selling tickets to support their own activities may keep \$1 of every ticket sold.

Other activities scheduled for the Aug. 26 anniversary include a noon rally at the Chicago Civic Center and displays of artistic works by women at museums and libraries.

Tickets for the Orchestra Hall benefit are available through 267-1115.



Clarence Petersen

It ain't hostile, honey, it's heavy

"NO MORE JOCK ROCK, BABY!" is what WLS calls its four-hour celebration of National Women's Rights Day August 26. As the title suggests, it's a program about women and rock music.

Specifically, the title is intended to suggest that the jocks—in other words, men—no longer have an iron grip on the rock music business, although the sound and style of the two still stand up all the big money, as they did in the '50s when Elvis was king and there was no women and rock music.

In those days, groups with frilly, fluffy names like The Shirelles, Cliffons, Angels, and Patience and Prudence, were singing songs written by men and reflecting the male chauvinism of the time as one could hardly hear by the telephone, hopefully teasing her into love and waiting for "My Guy" to run the gas out of his hot rod and marry her.

Now we have Helen Reddy, Carole King, Roberts Flack, Carly Simon, Aretha Franklin singing, writing, making money, incorporating, asserting themselves as self-assured, competent, savvy, and highly talented women. You can hear it in the words they sing, and the contrasts are striking.

Women are writing songs for men to sing or sang songs about how bad their man was making them feel now hit the top of the record charts with the likes of "I Am Woman" and "It's Too Late."

The latter, composed and performed by Carole King in 1971 [when she took the top three Grammys], is about being a woman as a woman. Valerie Boehning comments on the program, "It's still hard to do. But it's a lot easier when you've got your heart and your head in the right place."

The program, in other words, celebrates the emergence of liberated women, and one measure of that liberation is in the maturity of the approach: "It ain't hostile, honey, it's just heavy."

THE IDEA FOR the program was that of Karen Boehning, a former president of the Chicago chapter of the National Organization for Women (NOW) and for three years chairman of NOW's Image-of-Women committee, which studies sexist advertising. She has chaired NOW's Federal Communications Commission subcommittee, which evaluates the treatment of women on radio and television, and challenges license renewals of stations not in compliance with federal regulations.

Ms. Boehning is, above all, a remarkable woman. Even male chauvinists are disarmed by her logical, pragmatic, and sensitive approach to the assertion of women's rights. She wants women to do more than lecture to the sexism of her own voice in angry, abrasive bluster of political frustration [the latter would only contribute to an onerous stereotype].

Getting this program on the air was one of her easier coups, she says. "Every three years [at license renewal time] the stations have a great sense of conscience."

But she did not approach WLS vice president and general manager Paul Abrams with a threat. It was more of a promise.

The rock show, she knew, was a good idea, and Abrams sensed it immediately. "He said yes right away," Ms. Boehning told me. "As soon as he heard it, he said, 'Yes, I can make some money!' And I approve of that. I hope he does make some money, and I hope that when the show goes on the air other stations will see that it works and it'll be easier to talk to them. Ideology alone doesn't get you anywhere."

ONE OF WOMEN'S PROBLEMS, Ms. Boehning acknowledges, is that the women's movement in its very effort to combat stereotyping of women has picked up an equally disconcerting image of its own.

"I am still asked about bra burning every time I'm interviewed," says Ms. Boehning. "No, there was one exception. When Robert Cross [who wrote the Chicago Tribune Magazine's recent article on sexist advertising] interviewed me, he didn't ask me if I did it at all."

[Bra burning is a myth. It didn't happen. It existed only as a rallying cry to dramatize resentment of male demands that women conform to a "prety girl" stereotype].

Ms. Boehning rather simply asks that women be acknowledged as persons, with individual differences perceived without verdicts of guilty—guilty of inferiority, that is—by reason of sex.

IT DOES NOT seem like much to ask, but, of course, it is. Ms. Boehning herself was "totally enculturated [trapped in stereotypical self-expectations] by radio and TV until my head got turned around by the women's movement," she says.

"Rock music itself contributed to the stereotype because most of the writers were male and disk jockeys were almost exclusively male. But I think it's correctible because it did not come about deliberately."

"One of the movement stereotypes has been that you won't work within the system, that you're only interested in standing on the outside and academic movements."

"Nonsense. The movement is maturing. More men are getting their heads turned around, and the movement is very credible now. I feel there's so far to go, but I don't get discouraged. I love it. I really love it, and I'm reinspired by this whole WLS thing."