

Sexual stereotyping hinders women in the workplace

By Mattie Greene
staff writer

Veterinarian Terry Ryan of Birmingham believes sexual stereotyping is at the root of women's economic problems. Holding up a copy of the *Eccentric* Want Ads, Ryan said most of those jobs advertised require math and science backgrounds which women are not being encouraged to pursue.

As director of the Oakland County Chapter of the Michigan Project on Equal Educational Rights (PEER), she hopes to educate the county on what Title IX of the Education Amendment of 1972 is all about and how it relates to the plight of women in the work place.

Ryan is adamant when she said it's about economics. "We have to bring that message home to young women," she said.

She cites what she calls disturbing inequities in pay between men and women: In 1980 a female worker's salary averaged 59 percent of a male's. The average salary for a woman with a college degree was \$231 a week as compared to \$373 a week for a male college grad.

School chief Herman lands New York post

By Judith Doner Berne
staff writer

Dr. Jerry Herman, former superintendent of the West Bloomfield School District, has been appointed to head the Greece Central School District, Greece, N.Y.

Herman, whose contract was terminated by the West Bloomfield Board of Education last Dec. 31, will assume his new position in the suburb of Rochester, N.Y. on Jan. 1, 1984, according to Elaine Fallesen, the district's communications assistant.

Herman will be paid \$70,000 annually to administer the 11,000-student district the first year of his three-year contract. The school system, which operates on a \$51-million budget, includes

"It's about giving all our children both male and female equal opportunity," said Ryan. "If boys want to learn to cook and girls want to study robotics, they should be encouraged to do so."

TITLE IX SAYS no person shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance. Ryan said people are generally ignorant of the law's far reaching effects and only think it applies to sports. "Sports is just one small aspect of it."

Sexual stereotyping is pervasive, Ryan claimed. "I'm not blaming anyone, but PEER wants to raise the consciousness of parents and teachers so they will be aware of what's going on." She said the schools find female and male students are still opting for traditional studies and therefore an active effort must be made to make them aware of alternatives.

Girls are dropping out of math at a higher rate than boys, Ryan reports. She explains, "Math anxiety is culture based, there is nothing intrinsic about it." Women are going to be worse off in

the next five years as computers take over clerical jobs," Ryan said. In order to be retrained for other jobs they will have to have the math and science backgrounds. Nine out of 10 women work because they must and seven of those are in low paying jobs, she reports.

THE OAKLAND County (PEER) is made up entirely of volunteers dedicated to the same goals as the Michigan PEER which started in 1979. Those goals are to eliminate barriers to full educational opportunities for boys and girls. They will be involving the parents and alerting educators on the need to change educational practices.

Presently the Oakland County PEER is conducting workshops for parent groups and other community organizations. They have presented seminars

before groups like the Coalition of Labor Women and the Oakland County Child Care Association. Ryan said the seminars are designed to raise awareness levels through audiovisual materials tailored to the audience.

Also, Ryan said, they are trying to locate the Title IX offices in all the schools. According to the amendment, every school district is supposed to have an officer appointed to oversee Title IX.

To give an indication of how seriously schools take the order, Ryan said they called one Oakland County School district for the Title IX officer and

were referred to the bilingual department.

RYAN SAID her involvement in the group is personal. "I have two sons at home and I want them to have options," she said. She said she and her husband who is a dentist are trying to raise sons who will respect women. Ryan admits the task is not easy because attitudes are so entrenched about what roles men and women play in our society. Although the group is largely made up of women, Ryan said it hopes to attract more men because the problem is not restricted to women. A lot of men be-

come concerned when their daughter is discriminated against, she added.

The Michigan PEER receives some funding from various foundations, however the Oakland Chapter exists on donated funds. It disseminates literature on the various studies on equal educational opportunities.

A fund-raiser called "Not For Women Only" has been scheduled for Saturday, Dec. 10, at the Detroit Science Center. "Herstory," a theatrical tour of male and female roles through history, will be presented and coffee and desserts will be served. For ticket information, call 685-0917.

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