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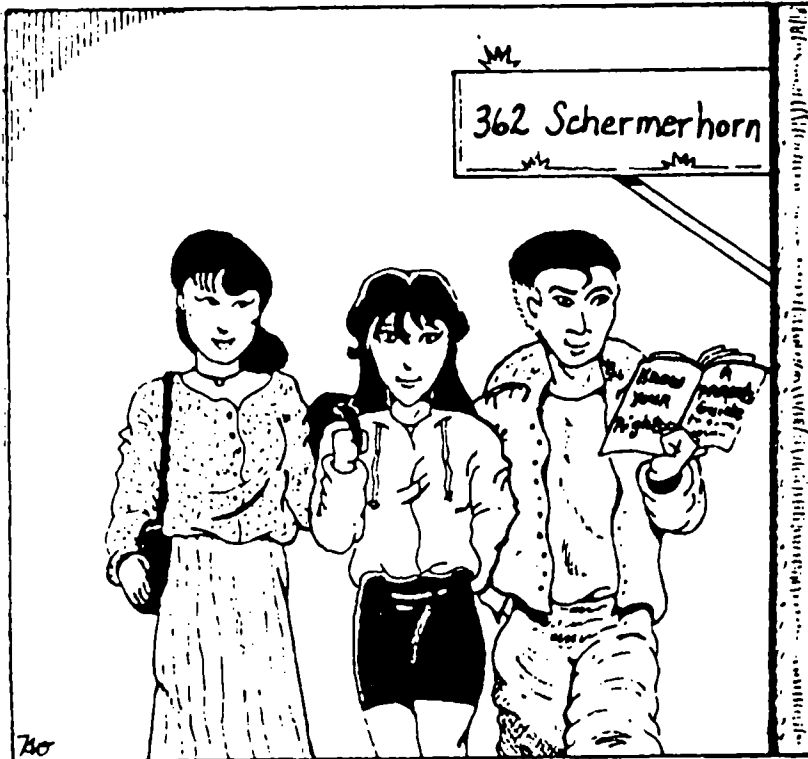
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REVISED - 10/91

**A PARENT'S GUIDE  
TO  
HIGH SCHOOL  
SUPERINTENDENT SUSPENSION  
HEARINGS**



Advocates for Children of New York, Inc.  
24-16 Bridge Plaza South  
Long Island City, NY 11101  
(718) 729-8866

Galen D Kirkland, Executive Director  
Diana MTK Autin, Managing Attorney

# ADVOCATES FOR CHILDREN

of New York, Inc.

24-16 Bridge Plaza South  
Long Island City, N. Y. 11101

Tel.: (718) 729-8866

Fax: (718) 729-8931

Diana MTK Autin, Esq.  
Managing Attorney

June 8, 1994

Gaynor McCowen  
Office of the Secretary  
U.S. Department of Education  
400 Maryland Avenue  
Washington, D.C. 20202

BY FAX

Dear Gaynor:

As per your request, I am providing you with this information about Advocates for Children's (AFC) Parent Outreach, Training, and Participation activities. Attached please find an overview of the various training sessions/programs available from AFC. These trainings vary in length and detail. For example, the Introduction to Education Law and Advocacy is a three-hour training, which is then supplemented by more comprehensive, detailed trainings on specific subjects. Our training staff includes advocates fluent in English, Spanish, and Haitian-Creole; in addition, we have the capacity to provide interpreted training in Chinese.

AFC provides training to parents and families in a variety of ways. We provide training to groups of parents organized around a particular issue, i.e., parents of children requiring early intervention services, or parents of children who are HIV/AIDS impacted. For example, we are currently working with several foster care agencies to provide ongoing, comprehensive training to foster parents of HIV/AIDS impacted children. We are a federally-funded Parent Training and Information Center, although we train far more parents than required under that contract, and train parents in a variety of topics in addition to special education.

We also provide training through our Legal Education Assistance to Parents (LEAP) project to Parent/Parent Teacher Associations in particular schools. Depending on the interest of the participants, we may provide comprehensive training at numerous sessions, or we may train on a limited number of topics.

We often are asked to provide training/conduct workshops at citywide, borough-wide, district and/or school level conferences, on a variety of topics. For example, at the recent United Parents Association citywide conference, I provided training on school governance, current school reform proposals, and parental rights to participate in school governance councils as of September, 1994.

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Finally, we provide education law and advocacy information for thousands of parents each year by staffing tables at education and other fairs held throughout New York City and State.

From July 1, 1993 through April, 1994, AFC provided training and education law/advocacy information to 2,500 parents.

In addition to our parent trainings, AFC conducts trainings and staff development for teachers, administrators, school support staff, social services staff, pediatricians, attorneys, and other professionals who work with or on behalf of children. From July 1, 1993 through April, 1994, AFC provided training and education law/advocacy information to over 1500 professionals. For example, AFC provided training to 45 doctors and other staff at the Children's Health Fund on the education rights of homeless families and children, and the inappropriate referral to special education for many of these children. In each of these trainings, we emphasize the need to involve parents and family members in the education of their own children, and in school decisions.

This year, AFC is piloting two new projects. We have stationed a parent trainer at the University Settlement on the Lower East Side one day a week to provide ongoing, comprehensive training to settlement staff, who work with parents and children every day, and to parents themselves. Already this year AFC has conducted trainings on early intervention, preschool services, parent involvement, and understanding your child's records, to the settlement's multilingual parent population in English, Spanish, and Chinese (Mandarin and Cantonese).

As we discussed last week, AFC's other pilot has been encountering difficulties. We had placed a parent trainer one day a week at an acclaimed Beacon school in Harlem. Several very successful parent trainings had already been held. Unfortunately, the principal was not happy with the new information that parents obtained through these trainings, and essentially kicked us out of the school. We have now identified another Beacon school for our pilot.

This last issue deserves additional attention. It apparently was not an oversight that the design for the Beacon schools - bringing community-based organizations into schools to provide comprehensive services to families - omitted parent training and advocacy services. All of the research indicates that one of the best ways to draw parents into schools, and thus into the education of their children, is to provide services (i.e., ESL training, counseling, etc.) in schools. Parents then become familiar and comfortable with the school setting, and begin to believe that they are truly welcome in the school environment. Unfortunately, the Beacon school concept draws parents into the schools, but stops short of inviting their active participation in the school community. This is an inexcusable failure to take advantage of an invaluable opportunity.

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Very truly yours,



Diana MTK Aytin, Esq.  
Managing Attorney

Encs.

## **AFC PARENT TRAINING COMPONENTS**

### **Authority & Responsibilities for Education in New York State**

- \*Governance Structure in NYS/NYC: Who's responsible?
- \*Parent Rights in Parent Associations; Governance Councils:  
What are your rights? How can you be effective?

### **Parents' Rights in the Education Process (Overview)**

### **What is a Good School? How to Find Out**

### **Introduction to Education Law & Advocacy**

### **Understanding Student Records**

### **Discipline:**

- \* Alternatives to Suspension
- \* Involuntary Transfers
- \* Suspensions - Substantive and Procedural Due Process

### **Testing/Assessment**

### **Promotional Policy/Holdovers**

### **"Choice" Program:**

- \* Community School District Interdistrict Transfers
- \* High School Admissions and Transfers
- \* What is a good choice program? Equity issues

### **Special Populations:**

### **"At-Risk" Children:**

- \* Chapter 1 & other "Remedial" Academic Services
- \* "At-Risk" support services (counseling, speech, etc.)

### **Children with Disabling Conditions:**

- \* Section 504 & Americans with Disabilities Act
- \* Early Intervention Services for Infants and Toddlers
- \* Preschool Special Education Services
- \* School-Age Special Education

### **Immigrant Students**

- \* Right to Enrollment & Appropriate Instruction & Services
- \* Freedom from Intimidation, Undocumented Status Inquiries
- \* Parental rights to participate in parent organizations

### **Limited English Proficient Students**

- \* Right to Bilingual/ESL Instruction & Services
- \* Outreach to/participation of LEP Parents/Families

### **Homeless & Resettled Families/ Children in Foster Care:**

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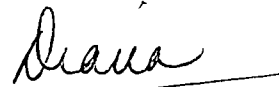
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Very truly yours,

A handwritten signature in cursive script, appearing to read "Diana", written over a horizontal line.

Diana MTK Autin, Esq.  
Managing Attorney

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# Research News Reporter

October 1994

MAR 15 1995

produced by Melody Chestnut and Hallie Taber

edited by Robin Dennis

# **Work & Education**

## The Myth of Schoolgirls' Low Self-Esteem

By CHRISTINA HOFF SOMMERS

The American Association of University Women was founded in 1881 to foster excellence in women's education. In recent years, however, its leadership has put the organization's longstanding reputation for professionalism and probity in question by aggressively promoting the sensational but empirically unfounded thesis that gender bias is causing a debilitating loss of self-esteem in our nation's schoolgirls.

In 1991 the AAUW announced the results of its survey "Shortchanging Girls, Shortchanging America." The conclusion: American girls "do not believe in themselves." A massive and effective media blitz spread the word that the organization had uncovered "an unacknowledged American tragedy." Gloria Steinem, Anna Quindlen and other prominent feminist writers sounded the alarm. In the meantime, the AAUW jettisoned its starched image. You can now call an 800 number to order AAUW gender-bias products such as "Shortchanging Girls" T-shirts and coffee mugs.

Lately, the survey's results have taken on new life. A new book by Peggy Orenstein titled "Schoolgirls"—inspired by the AAUW survey—attempts to illustrate its conclusions with on-the-scene reports from two California middle schools. As might be expected, Ms. Orenstein's "findings" have been treated with reverential respect by reporters and TV hosts. The effect has been to reaffirm the "scientific" validity of the idea that schoolgirls suffer from low self-esteem.

It is perhaps time to remind ourselves just how bad the AAUW survey really is.

Soon after the study began to make headlines in 1991, *Science News* ran a story noting the skepticism of leading researchers toward its findings. Indeed, the majority of scholars in the field of adolescent development see no significant gender difference in self-esteem. What the AAUW study relies on, instead of verifiable science, is bogus inference and shoddy methodology.

Consider this major piece of evidence adduced by the AAUW to highlight the difference in boys' and girls' aspirations for success: "The higher self-esteem of young men translates into bigger career dreams. . . . The number of boys who aspire to glamorous occupations (rock star, sports star) is greater than that of young women at every stage of adolescence, creating a kind of 'glamour gap.'"

A glamour gap? Most kids do not have the talent and drive to be rock stars. The sensible ones know it. (The No. 1 career aspiration among girls, by the way, was lawyer.) What the responses of the children suggest, and what many experts on adolescent development will tell you, is that girls mature earlier than boys, who at this age, apparently, suffer from a "reality gap."

The AAUW was careful not to publicize one very awkward finding: African-American boys, who are educationally most at risk, scored highest of all on the AAUW's self-esteem indexes. This finding casts doubt on the critical assumption that what the AAUW is measuring as "self-esteem"

is linked to academic and career achievement.

The so-called teacher attention gap is also unproved. Take, for example, this striking and much repeated AAUW claim: "Boys in elementary and middle school called out answers eight more times than girls. When boys called out, teachers listened, but when girls called out, they were told 'raise your hand if you want to speak.'"

The AAUW's "teams of scholars" are distorting the original source. Here is what the source they cite—but do not quote—actually says: "Boys, particularly low-achieving boys, receive eight to ten times as many reprimands as do their female classmates. . . . When both girls and boys are misbehaving equally, boys still receive more frequent discipline."

Having surveyed 3,000 children, the AAUW declared that girls are undervalued, "silenced" and ignored by their (mostly female) teachers. But according to the Education Department's 1988 and 1990 longitudinal study of 25,000 8th to 10th graders, more girls than boys feel the teacher is interested in them, and by 10th grade 72% of girls, compared with 68% of boys, said the "teachers listened to what I have to say."

Perhaps most important, the Education Department's Digest of Education Statistics and Condition of Education show that boys are not doing better than girls. Far more boys than girls suffer from learning disabilities, delinquency, alcoholism and drug abuse: five times as many boys as

**Study Cited:** Schoolgirls, by Peggy Orenstein, September 1994, 384 pages.

**Available From:** Doubleday, 2451 South Wolf Rd., Des Plaines, IL 60018; 800/323-9872.

**Cost:** \$23.00 + shipping and handling (\$2.50 fourth class or \$4.50 priority)

girls commit suicide. Girls get better grades; more girls graduate from high school and college.

Even the frequently cited claim that girls score lower on standardized tests is misleading. In the 1992 National Assessment of Educational Progress Test of 17-year-olds, boys outperformed girls by four points in math and 10 points in science, but girls more strikingly outperformed boys by 12 points in reading and 17 points in writing. Girls are catching up in math and science; boys continue to lag far behind in reading and writing.

Yet even in the face of such evidence, the low self-esteem myth persists. Why? One reason may be the sensationalism with which it is presented. In *"Failing at Fairness: How America's Schools Cheat Girls"* (1994), Myra and David Sadker, two principal AAUW researchers, predict the fate of a six-year-old girl on top of a playground slide: "There she stood on her sturdy legs, with her head thrown back, and her arms flung wide . . . full of energy, self-reliance and purpose. She feels confident about what she can do and who she can become. . . . Photographed . . . at twelve, instead of six, . . . she would have been looking at the ground instead of the sky; her sense of self-worth would have been an accelerating downward spiral."

Writing in *Mirabella*, Jane O'Reilly (a founder of *Ms. magazine*) contrasts two groups of girls playing at a lake shore, the younger "ardent, vital and confident," the older girls "mannered, anxious and doubtful." *Ms. O'Reilly* can "practically see the older girls' self-esteem draining away with the rivulets of lake water running down their legs." Anita Diamant (in *Parenting magazine*) says that she went on "red alert searching for ways to protect my daughter's God-given sparkle and snap."

Such overheated rhetoric has had its effect—in popular culture, as we have seen, and even on Capitol Hill. Armed with its celebrated survey, the AAUW has successfully lobbied Congress to attach a Gender Equity Package to the current Elementary and Secondary Education Act. The package provides millions of dollars for gender-equity programs, workshops and materials that will supposedly (in Rep. Patricia Schroeder's words) "help make schools an environment where girls are nurtured and respected, where they can learn that their lives are valuable."

In a passionate speech Sen. Edward Kennedy referred to the AAUW's "landmark" research and vowed that, "wherever possible, we intend to incorporate gender-equity provisions in all federal education programs." The Gender Equity Package has passed both houses and is now in conference committee.

Despite its manifold impact, the AAUW's data on self-esteem have never been published, and its controversial results have not been replicated by other scholars. When queried recently about the validity of its research, Anne Bryant, the AAUW's executive director, told the *Philadelphia Inquirer* that the self-esteem research "was duplicated 20 to 30 times." When the reporter asked for a list of titles of published studies, Ms. Bryant could only refer her to an article in *Sassy magazine*.

In July, Sens. Kay Bailey Hutchison (R., Texas) and Nancy Kassebaum (R., Kan.) became skeptical about the quality of the research behind the Gender Equity Package. They began to draft an amendment requiring that funds approved by the legislation for gender bias programs be held up until the AAUW research was verified. The AAUW's September newsletter "Action Alert" reports with satisfaction that this effort was derailed. "AAUW's grassroots were alerted in both Texas and Kansas to ensure the idea did not resurface."

### Real Problems Ignored

In sum: A politicized AAUW has effectively used its own advocacy research to promote the myth of a pervasive demoralizing bias against schoolgirls. It has created a cult of the persecuted girl-child among feminist writers. And it has gotten legislators to allocate millions to address a "gender gap" in the nation's schools.

And to what end? The sad fact is that the focus on "bias" and "gender equity" diverts attention and resources from the underlying causes that put children of both sexes at risk: the increasing incivility, violence and increasing sociopathologies in our society, and the decline in academic standards.

The main beneficiaries of congressional largess will inevitably be the apparatchiks in the thriving gender-bias industry, who will be called on to cope with the newly identified "American tragedy" of defeated schoolgirls—a tragedy that does not exist.

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*Ms. Sommers is editor of "W" (Women's Forum) magazine.*

**Study Cited:** "Failing At Fairness: How America's Schools Cheat Girls," by Myra and David Sadker, 1994, 347 pages.

**Available From:** MacMillan Publishing Company, 866 3rd Ave., New York, NY 10022; 800/257-5755.

**Cost:** \$22.00 + state tax + shipping and handling (10% mail or 15% UPS)

**Study Cited:** "How Schools Shortchange Girls," by The American Association of University Women and The Wellesley College Center for Research on Women, 1992, 128 pages

**Available From:** AAUW Sales, P.O. Box 251, Annapolis Junction, MD 20701; 202/785-7700.

**Cost:** \$20.95

**Study Cited:** "Shortchanging America," by The American Association of University Women, 1991, 20 pages.

**Available From:** AAUW Sales, P.O. Box 251, Annapolis Junction, MD 20701; 202-785-7700.

**Cost:** \$15.95

**For More Information:** U.S. Department of Education, Office of Education Research and Improvement, National Center for Education Statistics, Education Library, 800/424-1616.

## Fighting School Failure Among Hispanics

*Program Turns Some Teenagers From Frequently Taken Dropout Path*

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By William Claiborne  
Washington Post Staff Writer

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SAN ANTONIO—When Alicia Arguio emigrated from Mexico with her family four years ago, the chances were good she would never graduate from high school. Nearly half of young Hispanics in this country are dropouts and Alicia was a textbook example of the reasons why: deficient in English, no formal education in Mexico, little ambition or self-esteem and, at the age of 10, already frustrated by classroom failure in her school here.

"I was a really bad student. I didn't know how long I would stay in school," said Alicia, whose father struggles to support a family of seven on his construction laborer's wages.

But today Alicia is in the eighth grade, a top student rescued by an innovative program designed to encourage Hispanic children to stay in school.

She is a rare success story. While overall dropout rates have fallen in recent years, Hispanic children are leaving school in increasingly large numbers. With Hispanics expected to become the largest minority in the United States by 2010, educators and Hispanic activists fear that the next generation could be critically handicapped in a competitive economy. And they fear there is little they can do about it until more resources are aimed at Hispanics.

"For Hispanics, dropping out of school is part of the experience of being poor and Hispanic," said Maria Robledo Montecel, executive director of the Intercultural Development Research Association, a nonprofit group that manages anti-dropout programs in 60 Hispanic schools.

Nationally, in 1992, nearly half of Hispanics age 18 to 24 had dropped out of high school, a rate that has been steadily rising since the mid-1980s, according to the Census Bu-

reau. In contrast, the high school completion rate for blacks of that age group has grown to 75 percent, and for whites it has remained relatively constant at 82 percent.

The Education Department, using a different sample, last month reported that 27.5 percent of Hispanics age 16 to 24 were dropouts, compared with 16 percent for blacks and 10 percent for whites.

As part of a nationwide "Valued Youth" anti-dropout program funded by the Coca-Cola Foundation, Alicia makes the short walk four days a week from the Kazen Middle School in South San Antonio to her old elementary school to tutor fifth-graders in reading, writing and other subjects, earning a minimum wage of \$4.25 an hour. Her grades have risen from near failing to the top 10 percent, and she aspires to go to college and become a doctor.

"When I'm helping these kids, I'm helping myself. I'm learning things

**Study Cited:** "Population Projection of the United States by Age, Sex, Race, and Hispanic Origin," by Jennifer Day, Current Population Reports Series P25-1104, U.S. Bureau of the Census, 1993, 120 pages.

**Available From:** U.S. Bureau of the Census, Population Division, Washington, DC 20233; 301/763-5002.

**Cost:** \$8.50

tors and groups such as HACU have begun to attack the dropout problem, often with considerable success.

Edgewood, with 5,100 students, has lowered its dropout rate to just over 10 percent with intensive programs for at-risk students, including teaching parents how to assist and encourage their children's schooling, providing after-school tutors brought in from nearby colleges, creating outreach programs to locate and recover teenagers who have already dropped out and establishing mentoring programs like the one in which Alicia Arguijo is enrolled.

Other programs that have proven effective are special "competency-based" schools for dropouts who need to keep their jobs or who have had children; an accelerated learning program to bring below-average, high-risk students up to a competitive level; special guidance programs for children with severe problems at home; and partnerships with local businesses to provide college scholarships.

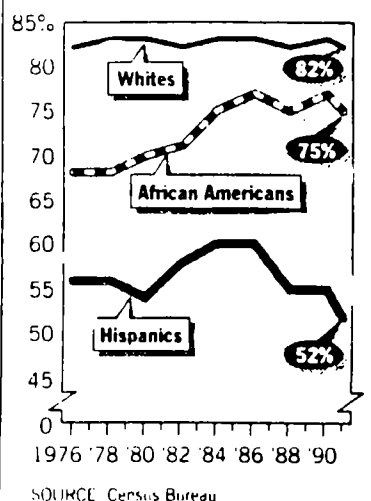
"We can't do it alone. We have to bring the home and the community into the school so that all are working together," said Al Picon, director of community liaison and parental involvement at Edgewood.

In the Harlandale district, a simi-

lar array of programs has lowered the dropout rate to less than 2 percent, according to Jan Gallagher, coordinator of guidance and testing. "Where an effort is made, there are results," she said. "The problem is being able to afford to make the necessary effort."

## HIGH SCHOOL COMPLETION RATES

**T**he low rate at which Hispanics complete high school has dipped further since the mid-1980s.



**Study Cited:** "1992-2005 Employment Projections," by the U.S. Department of Labor, Bureau of Labor Statistics, November 1993, 8 pages.

**Available From:** U.S. Department of Labor, Bureau of Labor Statistics, Office of Publications, 2 Massachusetts Ave. NE, Room 2860, Washington, DC 20212; 202/606-5700.

**Cost:** None

**Study Cited:** "Educational Attainment in the United States: March 1993 and 1992," U.S. Bureau of the Census, Current Population Reports Series P20-476, May 1994, 101 pages.

**Available From:** Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20401-9328; 202/512-1800.

**Cost:** \$8.50

when I'm tutoring them," Alicia said as she guided her young students through "Johnny Appleseed" one morning.

Educators say that in addition to such cross-age tutoring and mentoring programs, things that are critical to reversing the alarming Hispanic dropout rate in U.S. public schools include reducing wide funding disparities between Hispanic and white—and Hispanic and predominantly black—school districts, involving parents in school affairs even when they do not speak English, reducing teenage pregnancies, creating more after-school enrichment programs for Hispanic children, and bringing more Hispanics into teaching so that they can serve as role models.

The consequences of failure to reverse the dropout trend are great because in the next three decades, the Hispanic population in the United States will surpass that of African Americans, making Hispanics the largest minority group in the country with 21 percent of the population.

In turn, the ramifications for the labor market are great. The Labor Department has predicted that by 2010, one of every three new workers will be Hispanic. By 2050, according to census data, there will be 81 million people of Hispanic origin in the United States.

The reasons Hispanic students are dropping out of school more than blacks—who had a 32 percent dropout rate as recently as 1976—are complex and varied. But most involve what educators say is a gross mismatch between the students' special needs and what the schools can afford to provide.

An increasing proportion of dropouts leave school before the ninth grade, prompting educators to refocus their efforts on middle school students, Robledo said.

She said the average 3- to 5-year-old Hispanic child has a one in three chance of getting into a preschool program, and faces a near certainty of being enrolled in a minority elementary school with uncertified teachers and a shortage of facilities. If the student makes it as far as high school, the likelihood is that that school will offer substandard, "watered-down" courses such as basic mathematics instead of algebra, which is one of the "gateway" courses required for post-secondary education. Among San Antonio's 15 independent school districts, annual spending in the poorer, predominantly Hispanic districts averages about \$3,000 per student, compared with about \$10,000 in the mostly white, wealthier districts, noted Gloria Samora, program director of the San Antonio-based Hispanic Association of Colleges and Universities (HACU).

At the same time, she said, poorer districts pay a higher school tax rate—about \$1 per \$100 assessed valuation compared with 47 cents for wealthier districts—because poorer districts, with a greater concentration of public housing, have a smaller tax base.

The Texas legislature has advanced several plans to correct the imbalance, all of which have been overturned by the state Supreme Court, and the question of funding inequities is still in litigation. In the meantime, Samora and other educators said, Hispanic children generally are left with aging and overcrowded school buildings, substandard teach-

ing and recreational facilities and a growing sense that, in Samora's words, "if there are such shoddy campuses, what message does that send about taking education seriously?"

Also, she said, a shortage of Hispanic teachers and the residual effects of laws that prohibited the use of Spanish in classroom instruction until 1968—a use discouraged long after—exacerbates language barriers among more recent immigrants and adds to stresses on potential dropouts.

Beyond the schools' control, some educators said, are deprivations that would make successful schooling a miracle even under the best of conditions.

Many children come from single-parent homes where pressures to drop out of classes in order to contribute to household income are great. Many have parents with few long-range goals and little interest in their children's schooling, and others have had a long association at home with joblessness, alcoholism, domestic violence and despair.

"The problems these kids bring with them are overwhelming," Samora said. "Our schools have double the problems and half the resources, so is it any wonder kids drop out of school?"

Many black pupils have had the same kind of poverty-related problems. But in recent years the education of blacks has advanced more rapidly than that of Hispanics because of court-ordered desegregation, African Americans' increased political power and greater allocation of resources, Samora said.

At two of San Antonio's poorest school districts—Edgewood and Harlandale—teachers, administra-

**Study Cited:** "Dropout Rates in the United States: 1993," by the National Center for Education and Statistics, Office of Educational Research and Improvement, U.S. Department of Education, September 1994, 174 pages.

**Available From:** U.S. Department of Education, Office of Educational Research and Improvement, National Center for Education Statistics, Education Library, Washington, DC 20208-5651; 800/424-1616.

**Cost:** None

## Working Women Say Bias Persists

By TAMAR LEWIN

Many working women still feel that they are not getting the pay, benefits or recognition they deserve, according to a new survey conducted by the Federal Government.

The survey, based on more than 250,000 questionnaires received in the four-month survey by the Women's Bureau of the Department of Labor, also found that working women mentioned stress as a serious problem more than any other.

And many women, in very different fields, complained of discrimination. An Alabama coal miner, who said she was the first woman to be hired in the mine where she worked, reported that she earned about \$20,000 a year less than the men with comparable experience.

A Milwaukee woman with a bachelor's degree in electrical engineering said male co-workers with less education got the challenging work, and a Maryland woman in a three-person shipping and receiving department told how two male co-workers were paid more but had less accountability.

"The concern about discrimination and equal pay surprised me," said Karer Nussbaum, director of the Women's Bureau. "The popular wisdom has been that we don't talk about things that way anymore, but clearly it is the way women talk about it."

"I was also surprised by the consensus that emerged. We tend to think of training as a blue-collar issue, child care as a low-income issue, the glass ceiling as something professional women care about and discrimination as a concern for women of color, but each of these

issues cut across all the lines."

In 1993, Government figures show, women earned 71 cents for every dollar earned by a man, up from 61 cents in 1978.

Still, nearly four out of five women said that they liked or loved their jobs — and only 4 percent said they disliked their work or found it "totally miserable."

For the Women's Bureau survey, known as Working Women Count!, questionnaires were distributed through more than a thousand businesses, community organizations, labor unions, newspapers and maga-

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### Discrimination cuts across class and racial lines, a survey finds.

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zines, and more than 250,000 women returned them from May to August.

Because that was not a scientific sample, the Women's Bureau also conducted a telephone survey in June, asking a nationally representative random sample of 1,200 women the same questions, to provide a benchmark for evaluating the overall responses. The margin of sampling error was given as plus or minus five percentage points.

Women in both the scientific and popular samples said their priorities for changes in the workplace were improved pay and health insurance. And the No. 1 issue that women said they wanted to bring to President Clinton's attention was the difficulty

of balancing work and family.

Many women mentioned a "time crunch" and exhaustion, using adjectives like "hectic" and "hard" to describe their lives.

Among the findings from the scientific sample were these:

¶Forty-three percent of the women who worked part time, and 34 percent of those over 55 years old, lacked health insurance, compared with 18 percent of the general population.

¶Nearly half of the women said they were not paid what they deserved.

¶Stress was identified as a serious problem by almost 60 percent of the women, but it was particularly acute for single mothers and women in their 40's who held professional or managerial jobs.

¶Fourteen percent of white women and 26 percent of minority women reported losing a job or promotion because of sex or race.

¶Three out of five women said they had little or no likelihood of advancement.

¶Nearly a quarter of the women said they had no pension plan.

¶More than half the women with children 5 years old and under said that affordable child care was a serious problem.

¶Fourteen percent of the women — including almost a third of those earning less than \$10,000 — said they had no sick leave.

The report acknowledged that while only women were surveyed, many of the problems described could also apply to men. The concerns, the report said, reflected "the trend toward a work force anxious about job insecurity, declining benefits and stagnant wages."

**Study Cited:** "Working Women Count! A report to the Nation," by the Women's Bureau of the U.S. Department of Labor, October 1994, 44 pages.

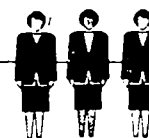
**Available From:** U.S. Department of Labor, Women's Bureau, 200 Constitution Ave. NW, Washington, DC 20212; 202/219-6667.

**Cost:** None

## OVERVIEW

# What Women Say About Their Jobs

National survey of 1,200 working women by the Labor Department's Women's Bureau.



| Salary         | Enjoy co-workers | Have flexible hours | "Like what I do" | Get paid well | Has good benefits |
|----------------|------------------|---------------------|------------------|---------------|-------------------|
| Under \$10,000 | 54%              | 62%                 | 39%              | 24%           | 11%               |
| 10-25,000      | 46               | 35                  | 39               | 31            | 36                |
| 25-50,000      | 39               | 34                  | 42               | 42            | 37                |
| Over 50,000    | 18               | 41                  | 31               | 68            | 39                |

The New York Times

**Also of Interest:** Women's Access to Health Insurance, by Young-Hee Yoon, Stephanie Aaronson, Heidi Hartmann, Lois Shaw, and Roberta Spalter-Roth, June 1994, 58 pages.

**Available From:** Institute for Women's Policy Research, 1400 20th St. NW, Suite 104, Washington, DC 20036; 202/785-5100.

**Cost:** \$15.00; \$12.00 for members

**Also of Interest:** "Pay Equity as a Remedy for Wage Discrimination: Success in State Governments," by Heidi Hartmann and Stephanie Aaronson, Testimony Before the Subcommittee on Select Education and Civil Rights, U.S. House of Representatives, July 1994, 15 pages.

**Available From:** Institute for Women's Policy Research, 1400 20th St. NW, Suite 104, Washington, DC 20036; 202/785-5100.

**Cost:** \$5.00; \$4.00 for members

# More Than Half of All Students Need Financial Help After High School

Associated Press

The Census Bureau reported yesterday that more than half of all postsecondary students need financial help. "For many students, finding a way to finance postsecondary education may be as much of a challenge as the academic training they will have to master," wrote Census researchers Rebecca Sutterlin and Robert A. Kominski.

Of the 20.6 million people enrolled in colleges or vocational and technical schools, 51 percent obtained financial help from at least one source, according to "Dollars for Scholars: Postsecondary Costs and Financing," an analysis of costs in the 1990-91 school year.

Average assistance received by students was \$2,919, while average costs were \$2,653—though both varied widely depending on school attended.

The highest costs were for university juniors and seniors, averaging \$3,825, while students in vocational, technical and business schools paid the least at \$1,066 each.

Loans were the source of the largest amounts of cash, averaging \$3,155 for just over 3 million students who borrowed to attend classes. That amounted to 15 percent of all postsecondary students.

Assistance from employers was a source of income for the largest number of students, 3.6 million or 18 percent, but it averaged just \$979 each, the report found.

Other sources of aid included federal Pell Grants, averaging \$1,375 for 14 percent of students; fellowships and scholarships, averaging \$2,467 for 12 percent; college work study averaging \$1,560 for 4 percent and GI Bill and other veterans programs averaging \$2,503 for 2 percent of students.

"Half of both men and women receive some form of assistance and both receive comparable amounts," the report said. Men averaged \$2,953 in assistance compared with \$2,891 for women. But women were more likely to have received aid from a Pell Grant or loan while men more

**Study Cited:** "Dollars for Scholars: Postsecondary Costs and Financing," by Rebecca Sutterlin and Robert A. Kominski, U.S. Bureau of the Census, 1994, 62 pages. GPO Order # 803-044-0028-7.

**Available From:** Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20401-9328; 202/512-1800.

**Cost:** \$4.50

often got help from an employer or veterans program. And men received substantially more in scholarships—averaging \$2,971 compared with \$2,068 for women.

Black students had the highest proportion obtaining some sort of financial assistance, 58 percent, averaging \$2,527. Fifty percent of white students obtained aid and averaged \$2,927.

Forty-nine percent of Hispanics obtained student aid, averaging \$2,800. The highest average aid was \$4,032 which went to 54 percent of students of other ethnic and racial groups, which include Asians, Pacific Islanders and American Indians.

Pell Grants, which are based on need, went to 26 percent of black students, the largest percentage of any group. These grants went to 19 percent of Hispanics, 16 percent of other students and 12 percent of whites. Some 17 percent of women received Pell Grants compared with 11 percent of men.

Blacks were also the most likely group to receive loans, 19 percent, followed by 16 percent of other, 15 percent of Hispanics and 14 percent of whites. Sixteen percent of women and 13 percent of men received loans.

Employer assistance went to 19 percent of white students, 13 percent of blacks, 12 percent of Hispanics and 9 percent of others. One in five men received employer assistance, compared with one in six women.

# **Politics & Society**

## Power of the Purse

### Women Are Becoming Big Spenders in Politics And on Social Causes

Feminism Is a Beneficiary;  
So, Too, Are the GOP  
And Pro-Life Movement

Susan B. Anthony vs. Emily

By RICK WARTZMAN

Staff Reporter of THE WALL STREET JOURNAL

WASHINGTON — The "Year of the Woman" was 1992, but this is the era of the woman's checkbook.

At Head's Great American Restaurant on Capitol Hill, scores of women crowd into a room decorated with red, white and blue balloons to discuss abortion and come across with campaign contributions for female congressional candidates who have simpatico views. But the aim of the fundraiser isn't what some people might expect.

The event, co-sponsored by a six-month-old organization called the Susan B. Anthony List, is to funnel money to candidates who call themselves "pro-life." Tonight and otherwise, the new group has raised more than \$70,000 from a donor base it says is 75% women.

Women have become a powerful source of money, fueling the growth of causes long identified as feminist—and some not. Contributions by women to the Republican Party, for instance, have swelled in the past 18 months—an outpouring that GOP officials attribute to disdain for President Clinton. At the same time, Emily's List, which backs female Democratic candidates who support abortion rights, has become the nation's third biggest political-

action committee, having raised \$5.9 million during the 1993-94 election cycle.

#### Powerful Emily

In fact, Emily's List—of which the Susan B. Anthony List is a knockoff—has taken in more money than the PACs affiliated with the American Medical Association, the National Rifle Association or the National Association of Realtors, long the kings of the fund-raising hill.

As the donations from women pile up, the political landscape is being transformed. Although no statistics exist proving the link, "women candidates clearly benefit the most from women check writers," says Beth Bernard, the campaign manager for Democrat Ann Wynta, who is trying to win a U.S. Senate seat this year in Minnesota. Especially important for women candidates—and there are a record number this year—is the early seed money for campaigns that women donors tend to provide.

Yet the surge in check writing by women stretches far beyond politics to touch all aspects of society. "It's a real revolution," says Tracy Gary, a 43-year-old philanthropist who inherited \$2 million when she was in college and has since given away nearly \$1.7 million to a variety

of organizations advocating social change.

#### Women Giving More

Independent Sector, a national coalition that promotes giving and volunteering, found in its latest biennial survey that women reported their households to have increased their charitable contributions in 1991 to \$28.3 billion, a 9.3% jump from 1989. By contrast, male respondents representing different households said their giving fell 22.9% to \$33.6 billion.

Because many married women are sure to write checks for causes equally important to their husbands, or vice versa, the survey isn't a precise measure of who is actually making the donations. Still, based on a series of follow-up questions and separate data on who controls the family finances, Independent Sector says the results do suggest increased giving by women.

In large part, women are contributing more money because they increasingly have more to contribute. Although women working full time earned only 72 cents for every dollar made by men working full time in 1993, that is up from 59 cents in 1975. "Any way you cut the data, women have gained on men," says Lawrence Katz, a Harvard professor who until re-

**Study Cited:** Issues Quarterly, Vol. 1, No. 2, Fall 1994.

**Available From:** National Council for Research on Women, 530 Broadway, 10th Floor, New York, NY 10012; 212/570-5001.

**Cost:** \$9.00

cently was chief economist at the Labor Department.

### Psychological Hurdles

But just as important for many women has been getting over psychological hurdles to giving.

"It was really a struggle for me" to make large contributions to "causes that I care about," says 46-year-old Jo Gruidl Moore, a community activist who lives in suburban Chicago.

In Ms. Moore's case, her husband is currently the family breadwinner, and so "I really had to look at myself and come to terms with what value I've brought to our marriage." The knowledge that her family could fall back on her law career, for example, helped give her husband the security to undertake his own career as a commodities trader 13 years ago. "Once I came to understand that I was a partner in our life together," she says, "it enabled me to gain a comfort level" about contributing in a big way to groups "that I feel passionate about." Now, Ms. Moore gives more than \$25,000 a year to the Chicago Foundation for Women, which sponsors more than 700 programs to assist women and girls.

It isn't just wealthy women who are opening up their checkbooks. At the Susan B. Anthony List fund-raiser, Susan Walden, an actress, writes a \$50 check to Carole Griffin, a Republican congressional candidate in Florida. Signing checks "is empowering," says Ms. Walden, standing in the back of the restaurant, near the beer and barbecue. "Were I wealthy," she adds, "it would be a joy to write a lot more."

Such sentiments reflect an evident shift in how many women approach causes that interest them. "Women traditionally have volunteered, and men have given," says Virginia Hodgkinson, vice president for research at Independent Sector. But during the past decade in particular, "women have also started to give."

As women's giving has increased, so has their sense of organization. Ten years ago, Ms. Gary started Resourceful Women, a nonprofit group in San Francisco that provides women of wealth with a range of advice — from seminars to guidebooks — about managing their money. One of the group's projects is the Women Donors Network, where women who have contributed at least \$25,000 each to progressive causes get together to talk strategies. Among other things, they discuss investing, hoping to make more money so they will be able to give away more.

"To learn about money management at the end of the 20th century," says Ms. Gary, "is as important . . . as the vote was to our grandmothers at the beginning of the century."

### Big Transfer

The trend could well accelerate. Students of philanthropy say that the nation is beginning the largest intergenerational transfer of wealth it has ever experienced, as assets accumulated since World War II are passed on. Economists predict that trillions of dollars will be transferred in the next 20 years — most of it into the hands of women because they outlive men by an average of seven years.

Some women have always found ways to contribute substantial sums of money, of course. Hull-House, founded in 1889 by Jane Addams and Ellen Gates Starr to provide services to Chicago's poor immigrant community, was for decades bankrolled largely by women. Women sold heirlooms and jewelry to raise money to support the 19th Amendment, giving women the right to vote. Some very rich women — art patron Gertrude Vanderbilt Whitney comes to mind — have given generously over the years.

Still, for many women, giving away money is a role they have been unprepared even to consider. "I thought if I gave my time, that was all I needed to do," says Lorene Burkhart, a 60-year-old civic leader and former corporate executive from Indianapolis.

Then, about a year and a half ago, Ms. Burkhart and other women in the community began to talk about why they didn't donate as much money as their husbands did. In so many families, she says, "the 'little woman' just wasn't part of the finances." Finally, in April 1993, Ms. Burkhart pledged a contribution of her own: a \$1 million gift to her alma mater, Purdue University, to establish a new center to promote research on families.

### Checking With Husbands

For all the strides that women have made as contributors, some experts believe that women still don't write as many checks as they might. Some "women will say, 'I have to check with my husband,'" says Renee Davison who has run into that argument when trying to raise money for Wells College, a women's school in Aurora, N.Y. "It gets a little frustrating some times."

Even more frustrating for Ms. Davison has been the dearth of money from women flowing into her own coffers. The Rochester Republican, who is trying to win a House seat currently occupied by Democratic Rep. Louise Slaughter, held a \$1,000 a-plate fund-raiser in May; only two of 21 people who showed up at the lunch were women — Ms. Davison and the event organizer.

But her experience seems to be more the exception than the rule these days.

Struck by the rising number of female givers, the Democratic National Committee and other political organizations have started programs to reach out to women. Suddenly, fund-raisers "have the impression that this is a pot of gold," says Harriett Woods, president of the National Women's Political Caucus.

The biggest magnet for women's money on the political front is Emily's List, one of 48 "women's PACs" that now exist across the country.

### Plenty of Ferment

Emily is an acronym for "Early Money Is Like Yeast; it makes the dough rise." When it began supporting candidates in 1986, Emily's List raised about \$350,000, and by 1990 its 3,500 members gave \$1.5 million. But the group really took off in 1992, after many women were outraged by the sight of an all-male Senate Judiciary Committee weighing sexual harassment allegations against Supreme Court nominee Clarence Thomas. That year, Emily's List's membership soared to 24,000; it generated \$6.2 million for 55 races, helped elect four women to the Senate and 21 to the House.

"We tried very hard to get the message out that women do have the financial power to make a difference," says Ellen Malcolm, the president of Emily's List, whose membership is now at 34,000.

Fund-raisers and political analysts say the spectacular growth of Emily's List is indicative of the fact that a majority of women identify themselves as Democrats — the political party most closely associated with liberal causes. Though "you can't lump all women together, men will respond to conservative causes better than women," says GOP direct-mail guru Richard Viguerie, who is raising money for Republican Oliver North's Virginia Senate campaign.

Roger Craver, who raises money for groups promoting goals such as human rights, civil liberties and environmental

**Study Cited:** "Giving and Volunteering in the U.S.," by Independent Sector, 1994, 138 pages.

**Available From:** Independent Sector, 1828 L St. NW, Washington, DC 20036; 202/223-8100.

**Cost:** \$30.00

protection, cites a survey he commissioned a few years ago of more than 500 men and women who donate to such causes. It concluded that "women under age 45 can be distinguished from their male counterparts and the older generation by their strongly liberal perspective, their flourishing commitment to social action and the size of their pocketbooks."

Nonetheless, it's clear that conservative women appreciate the power of the purse, too.

#### **Huffington Backer**

By contributing money, women on the political right are similarly "getting a taste of what it's like to be involved — and they like it," says Jane Boeckmann, who has given \$2,000 to Michael Huffington, the Republican congressman who is mounting a strong challenge to incumbent U.S. Sen. Dianne Feinstein in California.

Meanwhile, the Republican National Committee has seen its donor base, both in dollars and numbers of people, climb to about 30% women from just 20% a year and a half ago, says party finance director Al Mitchler. "We're talking about something that's unprecedented," he says. Of the \$60 million raised by the RNC this year, Mr. Mitchler expects about \$19 million to come from women.

Assessing this sudden burst in giving, Mr. Mitchler points to Bill Clinton. He says RNC polls of its donors have shown that women who give to the party "have a higher intensity of dislike" for the president than men do. Of particular concern to women, he says, are questions about Mr. Clinton's character.

One reason that women from both parties seem to be making more contributions is a desire to see more of their own hold public office. Even after the gains

made in 1992, women still make up just 11% of the House, 7% of the Senate and 8% of state governorships. Yet women account for more than half the nation's population.

Likewise, women have been moved to give more to philanthropic causes by the belief that many charitable organizations neglect issues of importance to women. A recent report by the National Council for Research on Women stated that only 5% of all foundation dollars are "earmarked for programs that benefit women and girls."

One response has been the establishment across the country of "women's funds," which are run by women, funded mainly by women and give at least three-quarters of their donations to projects that are designed specifically to help females. In 1980, nine such funds existed. Today, there are 65. In 1992, according to the latest tally, women's funds reported raising more than \$17 million.

Another tactic by women givers has been to use their money to try to change male-dominated institutions. Catherine Muther joined a fellow alumnus of the Stanford Business School in expressly tying a seven-figure gift to their alma mater to the hiring and support of women faculty. "Women have to think about leveraging their wealth to help other women," says Ms. Muther, a former Silicon Valley executive.

That Ms. Muther wants to use her money in this way doesn't surprise Martha Taylor, co-director of the National Network on Women as Philanthropists, a program at the University of Wisconsin that teaches women how to be more effective givers. The rise in giving, she concludes, is "the last frontier of the women's movement."

Charles Krauthammer

## IQ: What's the Fuss?

■ *"The black-white IQ difference [is] about 15 points in the U.S. . . ."*

■ *"In the United States, blacks of above-average socioeconomic status have not averaged as high IQ as whites of lower socioeconomic status."*

■ *"The question here is not whether [group] differences [in mental test performance] are cultural or genetic in origin. The point is that they are real and that their consequences are real."*

So this is Charles Murray's heresy, the incendiary declarations about race and IQ that have landed him and his co-authored book, "The Bell Curve," on the cover of Newsweek, the New Republic and the New York Times Magazine, and landed him in the liberal pantheon of bigoted pseudo-science.

Well, no. The quotations above are from "Race and Culture" (Chapter 6: "Race and Intelligence") published two months before "The Bell Curve." The author is Thomas Sowell, the Stanford economist and social scientist. Sowell is black. And his interest in ethnic differences in mental capacity is even broader than Murray's.

Starting with Cicero's observation 20 centuries ago that Britons were too stupid to make good slaves, Sowell offers a worldwide survey of ethnic differences in intelligence. They are ubiquitous. "Among Indians in colonial Malaya, for example, Tamils had higher scores than Gurkhas, and both had higher scores than Bengalis in Bengal." In math, he points out, ethnic

Chinese schoolchildren outperform the English in Hong Kong, the Malays in Singapore, the Indonesians in Indonesia. In the United States, East Asians outperform whites.

With the phenomenon of ethnic IQ differences so universal, Sowell is quite relaxed about the American black-white difference. He notes (in a passage I purposely truncated above) that "the black-white IQ difference of about 15 points in the U.S. has been matched by the IQ difference between Sephardic and Ashkenazic Jews in Israel or between Catholics and Protestants in Northern Ireland."

Murray's "Bell Curve," on the other hand, is more narrowly focused on ethnic differences in the United States. In particular, it marshals voluminous validation for the black-white IQ differences that Sowell and others have noted. For this, Murray has been subjected to fierce personal attack. To take an example almost at random, sociologist Alan Wolfe writes that "Murray and [co-author Richard] Herrnstein may not be racists, but they are obsessed by race. They see the world in group terms and must have data on group membership."

An interesting charge, given the fact that for the last two decades it is the very liberals who so vehemently denounce Murray who have been obsessed by race, insisting that every institution—universities, fire departments, Alaskan canneries—"must have data on group membership."

**Study Cited:** Race and Culture, by Thomas Sowell, Harper Collins Publishers, 1994, 331 pages.

**Available From:** Harper Collins, 10 East 53rd St., New York, NY 10022; 800/242-7737.

**Cost:** \$25.00 + state tax + \$3.00 shipping and handling

**Study Cited:** The Bell Curve, by Charles Murray and Richard Herrnstein, Simon and Schuster, 1994, 845 pages.

**Available From:** Simon and Schuster, Mail Order Department, 200 Old Tappan Rd., Old Tappan, NJ 07675; 800/223-2336.

**Cost:** \$30.00 + state tax

It is they who have oppressively insisted that we measure ethnic "over-" and "underrepresentation" in every possible field of human endeavor. To take only the latest example, on Sept. 26 the federal government proposed that banks making small business loans be required to ask the applicant's race and gender.

Not a month goes by when I do not get a survey of some sort in which I am asked to identify myself by race. (As a rule, I refuse.) Here is a liberal establishment forcing racial testing and counting for every conceivable activity, and when a study comes along which does exactly that for SATs and IQ, the author is pilloried for being obsessed by race.

In fact, Murray is obsessed by class. "The Bell Curve" is a powerful, scrupulous, landmark study of the relationship between intelligence and social class, which is what the book is mainly about. It is secondarily about differences among ethnicities (they are not addressed until Chapter 13), which is what the fuss is about.

I have two difficulties with the book. First, I see no reason to assume that group differences in intelligence (as opposed to individual variation) have anything to do with genes. The more plausible explanation is Sowell's: Ethnic differences in intelligence, which change over time (the British have come up smartly since Cicero), are due to culture,

that part of the environment which, unlike socioeconomic status, is unmeasurable.

Second, I have trouble with Murray's recommendations about what to do with the fact of inequality. He offers a kind of conservative multiculturalism in which each ethnicity finds its honored niche in society according to its own areas of excellence and distinction.

I distrust all multiculturalism, liberal or conservative. The Balkans amply demonstrate the perils of balkanization. My answer is simpler: Stop counting by race. Stop allocating by race. Stop measuring by race. Let's return to measuring individuals.

It seems hopelessly naive to propose this today. But it was not naive when first proposed by Martin Luther King Jr. and accepted by a white society that was finally converted to his vision of color-blindness. Instead, through guilt and intimidation, a liberal establishment has since mandated that every study of achievement in American life be broken down by race. "The Bell Curve" takes that mandate to its logical conclusion.

Enough. As both Murray and Sowell explicitly state, knowing the group score tells you nothing about the individual. Well, we have now seen the group score. Let's all go back to counting individuals. How many of Murray's critics will agree to that?

## THE MANY FACES OF CRIME

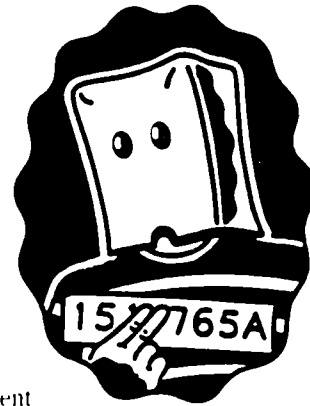
National surveys suggest that when many Americans think about crime, they see the face of a black jobless high-school dropout from a broken home. That's suprisingly wrong, according to a new and exhaustive Department of Justice study of federal and state prison inmates.

Researchers found, for example, that more than six out of 10 prisoners are high school graduates, and many had attended college. More than four out of 10 prisoners were raised in two-parent families, and more than half had full-time jobs prior to their arrest. A majority of federal prison inmates and nearly half of all state prisoners are white or white Hispanic, not African American.

That's not to say that broken homes, joblessness and lack of education aren't enormous risk factors.

They are. And blacks are over-represented in America's prisons in comparison to their numbers in the population.

Researchers will be examining the differences between those who commit violent and non-violent crimes. But these aggregate numbers argue against simplistic, single-shot "solutions" to the crime problem—the kind favored by too many politicians. A total of 14,000 state prison inmates and 6,600 federal prison inmates were interviewed in 1991 for the study.



### Who Goes to Jail?

*Percent of inmates in federal and state prisons who were:*

|                                    | Federal | State |                        | Federal | State |
|------------------------------------|---------|-------|------------------------|---------|-------|
| White                              | 38%     | 35%   | Married                | 38%     | 18%   |
| Black                              | 30      | 46    | Have children under 18 | 76      | 35    |
| Hispanic                           | 28      | 17    | Had a relative who     |         |       |
| Other race                         | 4       | 2     | had been in prison     | 26      | 38    |
| At least a high school             |         |       | Using drugs when       |         |       |
| graduate or more                   | 77      | 59    | committed crime        | 17      | 31    |
| High school graduate               | 49      | 47    | Ever a regular         |         |       |
| Some college                       | 19      | 10    | user of illegal drugs  | 42      | 62    |
| College graduate                   | 9       | 2     | Committed crime to get |         |       |
| Raised in two-parent home          | 58      | 43    | money to buy drugs     | 10      | 17    |
| Employed full-time prior to arrest | 55      | 56    | No previous sentence   | 43      | 19    |

Source: 1991 Bureau of Justice Statistics survey

**Study Cited:** "Profile of Jail Inmates, 1989," by The Bureau of Justice Statistics, NCJ-129097,4/91, April 1991.

**Available From:** Bureau of Justice Statistics Clearing House, P.O. Box 179, Annapolis Junction, MD 20701-0179; 800/732-3277, fax 410/792-4358.

**Cost:** None

## *Social Health Is Improving, A Study Says*

### *Slight Gain Is Found After a 3-Year Drop*

After three consecutive years of decline, the nation's social health is improving again, social scientists at Fordham University announced today in an annual report.

But the researchers report that the social well-being of the nation is still at one of its lowest points in 23 years.

The report, titled "The Index of Social Health," seeks to measure the nation's progress in addressing major social problems by analyzing 16 social issues ranging from infant mortality to out-of-pocket health costs for the elderly.

Researchers used a computer model and data gleaned from various Federal agencies, including the Census Bureau, to reduce the nation's social health to a single figure ranging from 0 to 100, which they call the social health index.

The first report, published in 1986, measured social health retrospectively for the year 1970 and gave it a ranking of 73.8. As of 1992, the latest year for which data were available, Fordham's index stood at 40.6.

While that is 45 percent lower than the 1970 figure, it represents an improvement over the 1990 and 1991 rankings, which were 39.4 and 38.8.

"It's too early to tell if we're on an upswing, but an increase is certainly better than a decline," said Dr. Marc L. Miringoff, the author of the study and the director of the Fordham Institute for Innovation in Social Policy in Tarrytown, N.Y. "Now the question is, will it continue?"

The latest report was the first since 1987 to find 7 of the 16 individual indicator problems improving in a single year: infant mortality, teenage suicide, high school dropout rates, drug abuse, homicide, food stamp coverage and access to affordable housing.

The problems that worsened were child abuse, unemployment, health insurance coverage, average weekly earnings, poverty among the elderly, health costs for the elderly and the gap between the rich and the poor.

Two problems remained the same: traffic deaths and the number of children being raised in poverty.

Dr. Miringoff offered two explanations for the improved index. For the first time since 1970, three teen-age social problems — high school dropout rates, suicide and drug abuse — all improved.

In addition, he said, the social index often rises during Presidential

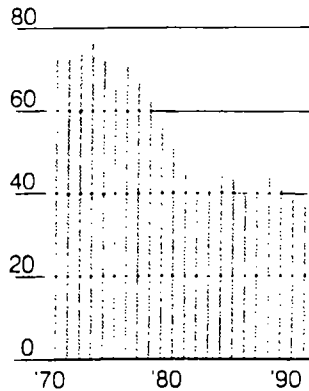
**Study Cited:** The Index of Social Health: Monitoring the Social Well-Being of the Nation," by Dr. Marc Miringoff, October 1994.

**Available From:** Dr. Marc Miringoff, Fordham Institute for Innovation in Social Policy, Tarrytown, NY 105591; 914/332-6014.

**Cost:** None

## Social Health Index

The social health of the nation has risen slightly from 1991 to 1992, but is still relatively low, compared to the 1970's. The index gauges the nation's performance in addressing 16 social problems, including those in poverty.



Source: Fordham Institute for Innovation in Social Policy

The New York Times

election years.

"We've only had an upswing eight times, and five were in election years," Dr. Miringoff said. "In an election year there is an increase in funding, which seems to confirm the fact that spending does make a difference."

This year the report included a special section that took a closer look at poverty trends among children and the elderly.

Poverty among children has worsened significantly since 1970, with 21 percent of the nation's children living under the poverty line in 1992, the highest level in nine years.

Among the elderly, the trend is more encouraging, with 13 percent of those over the age of 65 living in poverty, a drop of nearly 50 percent since 1970, when the rate was 25 percent.

Dr. Miringoff said the report was the social equivalent to economic indicators like the Consumer Price Index.

"We have nothing like that on the social sphere," he said. "In other words, bells don't go off when the children living below the poverty level goes above 20 percent, which it is. But we really pay a lot of attention when housing starts increase 1 percent."

## U.S. Prison Population, Continuing Rapid Growth Since '80s, Surpasses 1 Million

By Pierre Thomas  
Washington Post Staff Writer

The U.S. prison population has passed the 1 million-inmate mark for the first time, continuing a staggering growth that started in the 1980s, the Justice Department reported yesterday.

One out of every 193 adults in America is incarcerated, the Bureau of Justice Statistics report shows. June's inmate population was roughly the equivalent of the city of Phoenix's most recent population count.

"The legislatures are responding to the public's demand for a stronger approach to the crime problem," said Jon Felde, a criminal justice expert from the National Conference of State Legislatures. State prisons held 919,143 men and women, federal prisons 93,708 this summer.

In recent years, corrections funding has been the fastest growing sector of state government spending, Felde said. In 1990, the nation spent about \$25 billion to house inmates in state and federal prison, with the bulk of the money spent in states.

A number of law enforcement experts said that with the public's continued concern about crime and the passage of more stringent laws, such as the "three-strikes-and-you're-out" legislation, the prison explosion will likely continue unabated. The recently adopted federal crime bill authorizes \$7.9 billion in state construction grants for prisons and boot camps.

"It's going to get even worse," said Nolan Jones, director of justice and public safety for the National Governors Association.

The million-inmate level represents a threefold increase over the 329,821 prisoners recorded in 1980. In the past 12 months, the inmate population expanded by more than 71,000, the second largest annual increase ever recorded, the report states. During the last decade, the incarceration rate doubled for both black and white inmates, although African Americans are imprisoned at seven times the rate of whites.

The rise in the state inmate population can largely be attributed to a "dramatic increase in the number of people arrested and admitted to the corrections system and not a growth in the length of sentences and the length of stay in prison," said Allen J. Beck, who helped prepare the Justice report. Beck noted that there had been significant increases in the number of persons in prison on aggravated assault, robbery, drug and rape charges between 1980 and 1992.

In addition, local authorities were using incarceration more frequently than in the past, rather than alternatives. Also, an increasing number of people are being returned to jail for parole violations, Beck said.

At the federal prison level, the increasing number of drug arrests in the past decade and a rise in sentences and length of stay in prison are the primary factors for the growth in the

**Study Cited:** "Comparing Federal and State Prison Inmates, 1991," by The Bureau of Justice Statistics, NCJ-145864, 10/94, October 1994.

**Available From:** Bureau of Justice Statistics Clearing House, P.O. Box 179, Annapolis Junction, MD 20701-0179; 800/732-3277, fax 410/792-4358.

**Cost:** None

number of inmates.

The incarceration numbers do not show the complete picture of the nation's crime problem, Beck said, noting that there are 5 million people in the country who are somehow tied to the nation's criminal justice system.

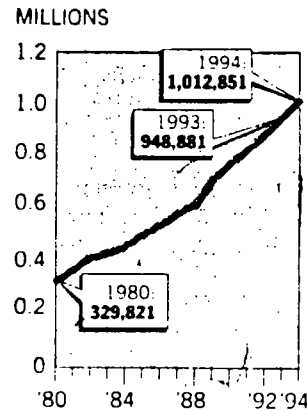
"Certainly it's a commentary on society," said Robert Moffit, deputy director of domestic policy studies at the Heritage Foundation. "Americans just commit a lot more crimes than people in other Western countries. Maybe the more shocking question is whether we have enough people in jail."

Nkechia Taifa, legislative counsel for the American Civil Liberties Union's Washington office, said the numbers are the result of ill-conceived "election-driven politics. These policies are not creating any deterrence," but only serving to lock up disproportionate numbers of minorities who are often the target of police efforts, she said. "We need a dramatic shift in policy. . . . The only thing happening is an overflow of prisoners and the prison population is getting darker and darker."

*Staff writer Barbara Vobejda contributed to this report.*

## U.S. PRISONERS

**T**he number of Americans in federal and state prisons crossed the 1 million mark by the end of June:



SOURCE: Bureau of Justice Statistics

# Family Life

## THE CUTTING EDGE

### NEWS AND NOTES

#### VITAL STATISTICS

##### MIXED MARRIAGES

| 1980                  | 1992       |
|-----------------------|------------|
| TOTAL MARRIED COUPLES |            |
| 53,512,000            | 49,714,000 |

##### Total mixed-race couples

651,000

1,161,000

##### White wife/other race husband (excluding black)

450,000

883,000

##### Black/white couples

167,000

246,000

##### White wife/black husband

122,000

163,000

##### Black wife/white husband

45,000

83,000

##### Black wife/other race husband (excluding white)

34,000

32,000

The number of marriages between black and white Americans has increased 78 percent since 1980, according to the U.S. Census Bureau, while births to interracial couples grew from 73,596 in 1980 to 124,468 in 1990.

According to census data, Americans are divided into four categories: black, white, American Indian or Alaskan Native, and Asian or Pacific Islander. (Hispanics are asked to list themselves as black or white.)

Nearly 9.8 million people—about one in 25—declined to classify themselves in the nation's last census. People who marked the category as "other" rose by 45 percent between the 1980 and 1990 censuses.

**Study Cited:** "Household and Family Characteristics, March 1993," Current Population Survey, Series P20-477, U.S. Bureau of the Census, June 1994, 228 pages. GPO Order # 803-005-00078-8.

**Available From:** Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20401-9328; 202/512-1800.

**Cost:** \$14.00

*depression  
family roles  
motherhood  
work/family policy*

## MOTHERS OF TODDLERS MAY FIGHT DEPRESSION

Nearly half of all mothers of toddlers show signs of depression, a study by Dartmouth Medical School researchers has found. The level of depressive symptoms was even higher among those not satisfied with their work situations, while the mothers working part-time had lower rates of depression than either at-home moms or those employed full-time.

"Clinicians need to be aware that mothers of toddlers are at increased risk for depressive symptoms. The pediatricians may be the only health professional with whom mothers have contact," concluded researchers Ardis L. Olson and Lisa A. DiBrigida. They suggested that pediatricians ask mothers if they are satisfied with their work roles and probe further for signs of depression if the answer is no.

A mother's depression should concern pediatricians because of its adverse effect on children, they said. "Maternal depressive symptoms have been shown to be associated with newborn irritability, parenting difficulties, severe temper tantrums and other behavior problems," noted the paper, published in the September issue of *Pediatrics*.

The study surveyed 233 mothers of 12-to-24-month-olds in pediatric practices in a small New Hampshire city. The practices served both working-class and middle-class families, with 80 percent of them insured.

Screening the mothers by a checklist of depressive symptoms, the researchers found 42 percent showed signs of depression. That incidence was twice the 21.5 percent rate found in adult females generally in New Hampshire, us-

ing the same measure. The researchers noted that depressive symptoms and clinical depression are not the same things, but estimated that one-third of the mothers of toddlers probably were clinically depressed. Clinical depression is a form of mental illness while depressive symptoms may or may not indicate a person has clinical depression.

Among those who were unemployed, the rate of depressive symptoms was 44 percent; among those employed part-time, 32 percent; and among those employed full-time, 49 percent. The differences were far greater between mothers who were satisfied and those who were dissatisfied with their work situation, whether at home or in the outside work force; two-thirds who were dissatisfied had depressive symptoms, compared with a little over a third for those who were satisfied. Part-time workers had the lowest median depression scores if they were satisfied with their role, but the highest among all the mothers if they were dissatisfied.

Other things being equal, mothers in the study who worked part-time were half as likely to be depressed as either mothers working full-time or not employed.

Role conflict and role overload both play parts in depression, the researchers said.

"Part-time employment's association with less depressive symptoms may be because of experiencing the rewards of employment without role overload," the study said. "Part-time employment is not always possible, but when desired, needs to be considered as an option that may enhance mother's mental health."

— Sandra Evans

**Study Cited:** "Depressive Symptoms in Work Role, Statistics in Mothers of Toddlers," by Ardis L. Olson and Lisa A DiBrigida, *Pediatrics*, Vol. 94, No. 3, September 1994, p. 363-367.

**Available From:** *Pediatrics*, 11830 Westline Industrial Dr., St. Louis, MO 63146; 314/872-8370.

**Cost:** \$10.00

# **Health & Reproductive Issues**

## Survey Finds Most Adults Sexually Staid

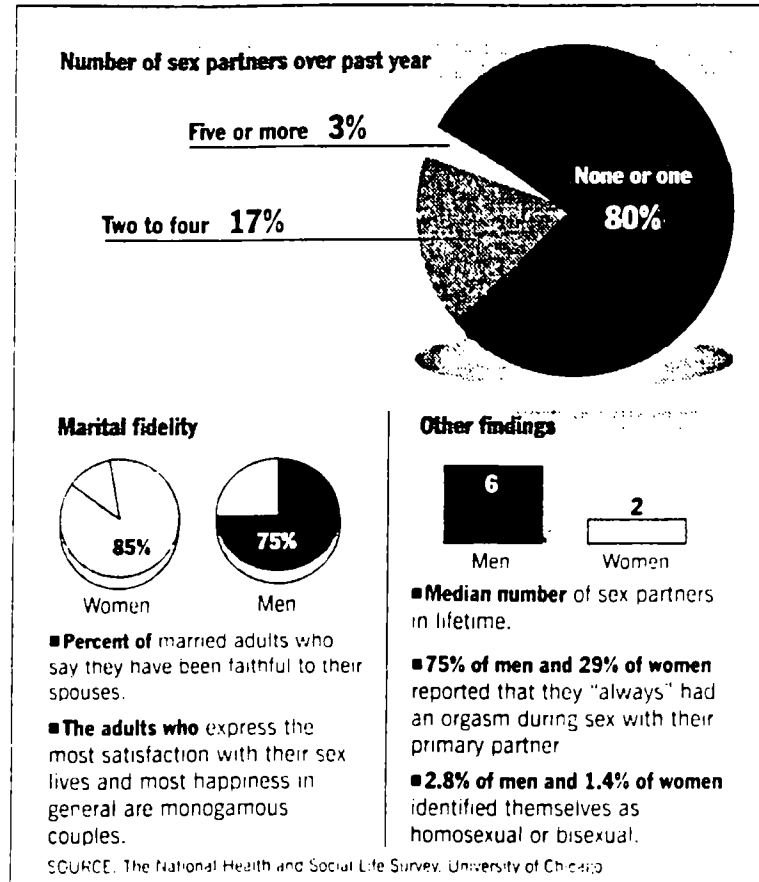
*Americans' Average  
Is Once Per Week*

By Barbara Vobejda  
Washington Post Staff Writer

A major national survey on sexual habits has found Americans to be far more conventional than previous studies indicated, with more than 80 percent of adults reporting that they had just one sexual partner, or no partners, over the past year.

The \$1.6 million survey, described by experts as the most comprehensive, scientifically accurate study of its kind, found that only 3 percent of adults had had five or more sexual partners over the previous year.

The study by a team of researchers based at the University of Chicago has been eagerly awaited by scientists who have decried the lack of detailed data on sexual behavior, information they say is critical in predicting



the spread of AIDS. The team initially received federal funds in the late 1980s to conduct a national survey, but had to shelve that project due to political opposition. The current study was conducted with private money.

The findings fill more than 700 pages and provide new information on a wide range of topics, from the frequency and popularity of various practices to sexual satisfaction, fidelity, contraception

**Study Cited:** The Sexual Organization of Society, by Edward O. Laumann, et al. University of Chicago Press, October 1994, 750 pages.

**Available From:** University of Chicago Press, Customer Service, 11030 South Langley Ave., Chicago, IL 60628; 800/621-2736.

**Cost:** \$49.50 + \$3.50 shipping

and adolescent sexuality. The report is based on 90-minute, face-to-face interviews with 3,432 Americans age 18 to 59.

Addressing the prevalence of homosexuality—a highly contested question—the study found that 2.8 percent of men and 1.4 percent of women described themselves as homosexuals or bisexuals. But when asked whether they had ever had a sexual experience with someone of the same gender, more than 9 percent of men and more than 4 percent of women said yes, leading researchers to warn that it is impossible to define the prevalence of homosexuality with a single number.

The study's authors predicted that HIV infection and AIDS are unlikely to become epidemic in the general population, and probably will remain confined to high-risk groups: gay men, intravenous drug users, their sexual partners and their children. They based that conclusion on their finding that, for the most part, Americans tend to have sex with partners from similar educational, religious and economic backgrounds. They found that there were few "bridges" between these social networks, so that the disease could not move easily between groups.

Conservative opponents of a national sex survey, who feared it might reveal widespread homosexuality and a licentious public, may find much to like in the study's portrait of a sexually conventional society.

"Relative to what one would have anticipated, given what we see in the media, it's really quite startling that people have as few partners as they do, have sex as infrequently as they do and [that] their sexual repertoire is as limited as it is," said researcher Robert T. Michael, a professor in the Graduate School of Public Policy Studies at the University of Chicago.

Michael and other researchers say they are confident that participants in their study were generally truthful in answering questions, the most sensitive of which were completed on written questionnaires submitted to interviewers in sealed envelopes.

Among the findings:

- The median number of sexual partners since age 18 for men is six and for women is two.
- When frequency of sex is considered, adults fall roughly into three groups: Nearly 30 percent have sex with a partner only a few times a year or not at all, 35 percent have sex once or several times a month,

and about 35 percent have sex at least two or more times a week. On average, Americans have sex about once a week.

- Among those who are married, 75 percent of men and 85 percent of women said they had been faithful to their spouses.

- More than one in five women—nearly 22 percent—said they had been forced by a man to do something sexual.

- About 12 percent of men and 17 percent of women said that when they were children they were sexually touched by an adolescent or an adult.

- When respondents were asked to name their preferences from a long list of sexual practices, only one—vaginal intercourse—was considered very appealing by most of those interviewed. Ranking second but far behind was watching a partner undress. Oral sex ranked third.

- When asked if they always had an orgasm when having sex with their primary partner, three-quarters of men answered yes, compared with 29 percent of women.

Researchers who study sexual behavior said the survey not only provides new numbers that can be used as a point of comparison in future research, but also proves that, when approached carefully by trained interviewers, Americans are willing to share intimate details of their lives.

While studies of Americans' sexual practices date back to the work of Alfred Kinsey in the 1940s, much research in the field has focused on fertility, teenage sex or behavior related to AIDS. Many of the studies, including Kinsey's, were not based on a representative sample of the population.

The University of Chicago study is the first to question a random sample of adults about many aspects of sexuality.

The new study's finding that 2.8 percent of men identify themselves as homosexual or bisexual is far lower than the 10 percent figure cited frequently as an estimate of the gay population. That number dates from the Kinsey studies, which reported that about 10 percent of males are "more or less exclusively" homosexual. The University of Chicago numbers are much closer to those released last year by the Battelle Human Affairs Research Centers in Seattle, which found that 2.3 percent of men said they had had sex with another man.

Douglas Hattaway, spokesman for the Human Rights Campaign Fund, said his group is skeptical of the new numbers because discrimination

against gay men and lesbians keeps many people from answering such surveys honestly.

"The numbers game is interesting but totally irrelevant to the principle that equal rights belong to all people, regardless of their numbers in the population," he said.

While other researchers have viewed sex as individual, biologically driven behavior, the University of Chicago team offered a new framework, showing how sexual habits are determined by one's social setting, religion and education. They found, for example, that about 60 percent of Americans had met their partners through a third person known to both parties.

Findings suggesting that Americans choose their sexual partners from their own socioeconomic groups led to the suggestion that AIDS prevention efforts should be targeted at high-risk groups because the disease is unlikely to become widespread in the general population. But that prediction drew criticism from some AIDS experts.

"I think it's a pretty dangerous message," said June Osborn, professor of epidemiology at the University of Michigan and former chair of the National Commission on AIDS, because it "could lull people into a very dangerous sense of security."

The University of Chicago researchers said they were troubled by several of their findings, including the fact that 22 percent of women said they had been forced to do something sexual. The man involved was a stranger in only 4 percent of cases.

When men were asked if they had ever forced a woman to do something sexual, only 3 percent answered yes. That discrepancy was evidence, researchers said, of miscommunication between men and women.

"We take the position that both sides are telling the truth, but telling what they understand to be the truth," said Edward O. Laumann, one of the authors and a sociologist at the University of Chicago.

Researchers said they also were surprised to learn that relatively high percentages of adults remember being sexually touched as children. The experience was reported equally across racial, educational and age groups, indicating that there has not been an increase in recent years.

Most of those who reported the early sexual experiences said they had suffered negative consequences, including emotional and sexual problems, later in life.

Researchers said they were sur-

## TRENDS IN SEXUAL BEHAVIOR

prised to find only a third of adults have sex as often as twice a week.

**Age affected frequency:** The youngest and oldest people in the survey had the least sex, while people in their twenties had the most. Married and cohabiting couples had sex more often than those who did not live with their partners.

While women were much less likely to report that they always had orgasms with their partner, that appeared not to be a critical factor in finding satisfaction. Men were more than twice as likely to say that they always had an orgasm, but nearly equal proportions of men and women—about 40 percent—reported that they were extremely satisfied emotionally and physically.

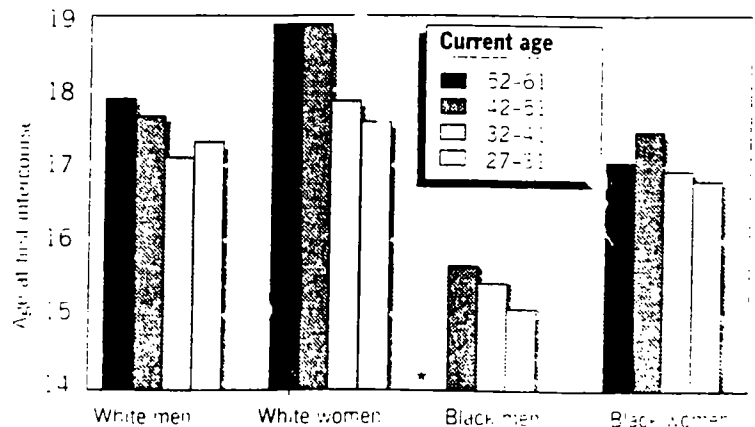
Married women were most likely to report that they always or usually had orgasms. Religious affiliation seemed to be associated with orgasm, with conservative Protestant women—Baptists, Pentecostals and members of other fundamentalist denominations—most likely to report that they always had an orgasm.

On the subject of teenage sex, the study found slow but steady declines in the average age when young people first have intercourse.

In addition to Michael and Laumann, the research was conducted by Stuart Michaels, a researcher at the University of Chicago, and John H. Gagnon, professor of sociology and psychology at the State University of New York at Stony Brook.

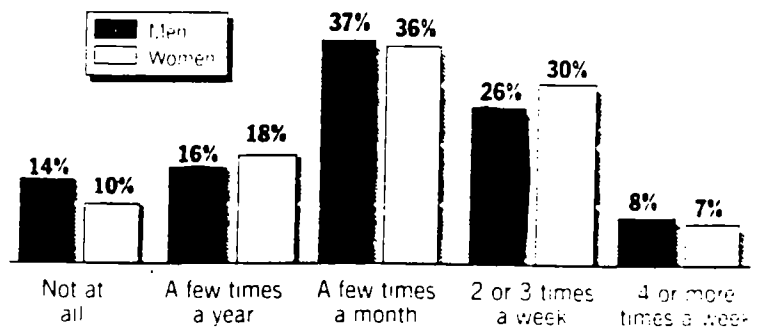
**A** survey by a University of Chicago team suggests the mean age for first intercourse has been dropping, especially for white women . . .

### AGE, FIRST INTERCOURSE



. . . but in other respects, many Americans are more sexually conservative than expected. For example, nearly a third engage in sex only a few times a year or not at all . . .

### FREQUENCY OF INTERCOURSE



. . . and small numbers identify themselves as homosexual.

### FINDINGS ON HOMOSEXUALITY

Persons who . . . identify themselves as homosexual or bisexual

Men 2.8%  
Women 1.4

. . . report sexual activity with someone of same gender since age 18

Men 4.9%  
Women 4.1

. . . report sexual activity with someone of the same gender at any age

Men 9.1%  
Women 4.3

Source: The National Health and Social Life Survey, University of Chicago.  
\* Insufficient data for black men above 50.

**Study Cited:** "National Survey of Men," by John O.G. Billy, Koray Tanfer, William R. Grady, and Daniel Klepinger. Family Planning Perspectives, Vol. 25, No. 2, March/April 1993, pages 52-68.

**Available From:** Alan Guttmacher Institute, 2010 Massachusetts Ave. NW, Suite 500, Washington, DC 20036; 202/296-4012.

**Cost:** \$8.00

**Study Cited:** Sexual Behavior in the Human Male, by A. Kinsey, W. Pomeroy, C. Martin, and P. Gebhard, 1948, 804 pages. Out of Print.

**For More Information:** Kinsey Institute for Research in Sex, Gender, and Reproduction, Indiana University, Morrison 416, Bloomington, IN 47405; 812/855-7686.

health care, women  
hysterectomy  
regional comparisons

## Surgery Varies With Age Of Doctor

**W**ASHINGTON, Oct. 24 (AP) Women who want to avoid having unnecessary hysterectomies should make their feelings clear to their doctors and may want to choose younger gynecologists, a new study concludes.

"The more recently trained gynecologists tended to believe the uterus contributes more than just a reproductive function to women, and thus were less likely to believe surgery was the best type of treatment," said Dr. Nina Bickell, whose study appears in the current issue of the *American Journal of Public Health*.

The study of North Carolina gynecologists refutes the common assumption that male doctors are more likely to perform the controversial operation than female doctors and suggests that women have considerable control over their treatment.

"If a woman has any question at all, she really ought to be right up front with her concerns," said Dr. Bickell. "That could have a major impact."

Critics say between 25 percent and 50 percent of the 650,000 hysterectomies performed every year in this country are unnecessary. The operation puts overall healthy women at risk of serious complications and even death.

The controversy has been fueled by the great disparity in hysterectomy rates across the country. In the South, for example, 83 hysterectomies are performed for every 10,000 women, whereas in the Northeast, there are 48 hysterectomies for every 10,000 women.

But nobody knew how much a woman could influence a doctor's decision about the operation — or whether female gynecologists really believe more hysterectomies are inappropriate than their male counterparts.

Dr. Bickell, then at the University of North Carolina in Chapel Hill, surveyed 140 North Carolina gynecologists, asking how often they performed hysterectomies and having them rate how appropriate the surgery is for different medical conditions.

The male gynecologists performed 60 percent more hysterectomies than females. But Dr. Bickell, who now works for the New York State Health Department, scrutinized that data further, controlling for age. The gender gap disappeared among recently trained gynecologists, leading her to theorize that gynecology itself became more sensitive to the appropriateness of hysterectomies when women began flooding the field in the early 1980's.

In addition, Dr. Bickell found the

first scientific evidence that patients can make a difference in their treatment. When women objected to their doctors' recommendations that they undergo a hysterectomy, the doctors immediately softened their judgment of how appropriate the operation was. The younger gynecologists changed their opinions at about the same rate regardless of their gender.

In the study, many doctors said a hysterectomy for painful fibroids, which are noncancerous uterine growths, was appropriate until women objected — and then they said the operation was equivocal. The same thing happened for bleeding fibroids and cervical dysplasia, small cell changes in the cervix that can precede cervical cancer.

For each of these conditions, previous studies have found that hysterectomies are often not medically necessary.

The study supports the advice of Dr. Sidney Wolfe, director of Public Citizen, a patient advocacy group. "If a doctor immediately says, 'Have a hysterectomy,' shop for a new physician," he said. "You need tests to write off all the alternatives."

**Study Cited:** "Gynecologists' Sex, Clinical Beliefs and Hysterectomy Rates," by Dr. Nina Bickell, et al. American Journal of Public Health, Vol. 84, No. 10, October 1994, 4 pages.

**Available From:** Public Health Association, 1015 15th St., NW, Washington, DC 20005; 202/789-5636.

**Cost:** \$13.00 + \$3.00 shipping and handling

## Birthrate Among Teenage Girls Declines Slightly

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By Barbara Vobejda  
Washington Post Staff Writer

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Birthrates among 15- to 17-year-old girls have declined for the first time since 1986, reversing what had been a rapid increase in the late 1980s, federal health officials reported yesterday.

The National Center for Health Statistics (NCHS) said the rates fell by 2 percent in 1992—the most recent year for which statistics are available—after a 25 percent increase from 1986 to 1991.

The officials attributed the decline to better contraceptive use among teenagers and a leveling off of teenage sexual activity. While the proportion of young people who are sexually active has continued to climb, the rate of increase has slowed since the 1980s.

"It remains to be seen if [declining birthrates] will hold up," said NCHS demographer Stephanie Ventura. But she called the 1992 rate "encouraging, because it reverses a pattern that had been going on for a number of years."

The agency also reported new data showing that teenage abortion rates also have fallen.

The statistics, which are based on birth certificates, come at a time when out-of-wedlock births and teenage sexual activity have become the subject of political attention, with both parties competing to claim the "family values" agenda and attempting to use welfare reform to discourage young unmarried women from having children.

But the new data are unlikely to diminish the sense of alarm, because, despite the decline, teenage births remain historically high.

Birthrates among young teenagers—aged 15 to 17—began to drop after abortion became legal in the early 1970s and continued to decline until 1986, when the rates were 31 births per 1,000 women in that age group. Between 1986 and 1991, the rates climbed steadily to 38.7, roughly the 1970 rate.

But in 1992, the rates fell to 37.8 per 1,000 women, which constitutes a 2 percent decline. With birthrates among 18- and 19-year-old women relatively stable, the overall teenage birthrate also fell about 2 percent.

"That's encouraging, especially if abortion rates are going down," said Susan Tew, a spokeswoman for the Alan Guttmacher Institute, a nonprofit organization that studies contraception and sexual activity. "It has to point to either better use of contraceptives or fewer kids having sex."

The question, however, remains open: Are abstinence promotion campaigns among young people beginning to pay off, or are young people getting better at using contraceptives consistently and effectively, perhaps in response to AIDS prevention efforts?

The Family Research Council, a conservative organization in Washington, argues that the new data, combined with other federal studies, point to a decline in sexual activity.

"It's a reflection of a growing movement toward abstinence among high schoolers today," said William Mattox, vice president for policy at the council.

**Study Cited:** "Advance Report of Final Natality Statistics, 1992," by Stephanie J. Ventura and Joyce A. Martin, et al. Monthly Vital Statistics Report, Vol. 43, No. 5 Supplement, October 25, 1994, 87 pages.

**Available From:** Public Health Service, Centers for Disease Control and Prevention, National Center for Health Statistics, Room 1064, Presidential Building, 6525 Belcrest Rd., Hyattsville, MD 20782; 301/436-8500.

**Cost:** None

But Tew said the studies cited by the Family Research Council do not provide conclusive evidence that teenagers are eschewing sex.

Also, Ventura said the National Survey of Family Growth, a federal study, found that the proportion of teenagers who reported that they have had sexual intercourse continued to increase, but at a slower rate.

When that question was asked of 15- to 17-year-olds in 1982, just over 32 percent answered that they had had intercourse. By 1988, the figure had increased to just over 38 percent, and in 1990, the figure was 41 percent. No more recent data is available from that survey.

"It's still going up, but it's slowed quite a bit," Ventura said.

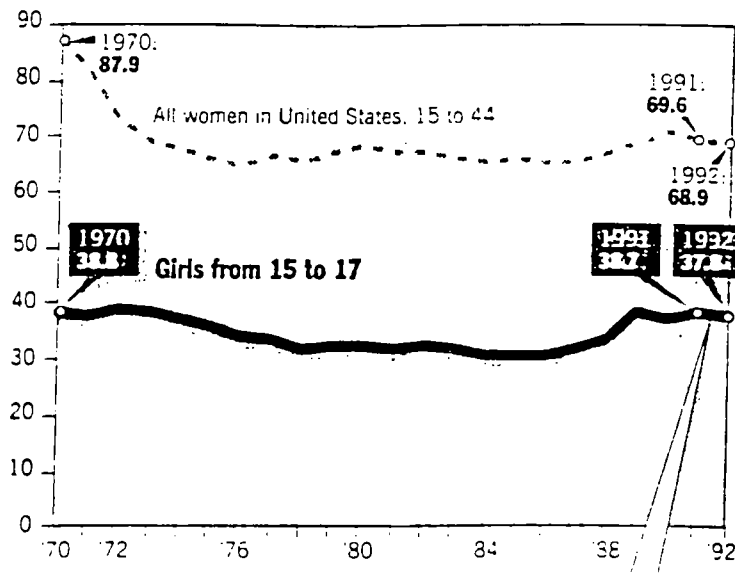
The NCHS report also found that cigarette smoking by pregnant women of all ages declined in 1992 to 17 percent, the third year that the figure has fallen. And the incidence of low birth weight babies, at 7.1 percent, was the highest level since 1978.

## TRACKING BIRTHS

The birthrate among 15- to 17-year-old girls declined slightly in 1992...

### Live births

PER 1,000 WOMEN

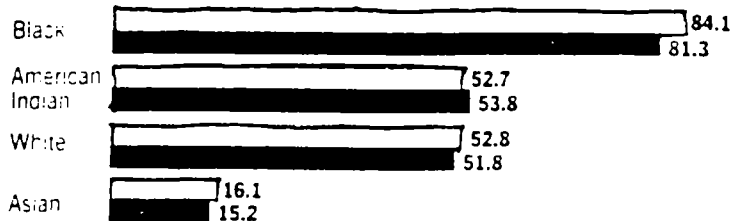


... a decline seen also by race, among white, black and Asian girls. The rate increased slightly for American Indian girls.

### Teenage births by race

LIVE BIRTHS PER 1,000 GIRLS 15 TO 17

1991 1992



SOURCE: National Center for Health Statistics, Statistical Abstract of the United States

**Study Cited:** "Wanted and Unwanted Childbearing in the United States: 1973-1988, Data from the National Survey of Family Growth," by Linda B. Williams and William F. Pratt. Advance Data, No. 189, September 26, 1990, 8 pages.

**Available From:** Public Health Service, Centers for Disease Control and Prevention, National Center for Health Statistics, Room 1064, Presidential Building, 6525 Belcrest Rd., Hyattsville, MD 20782; 301/463-8500.

**Cost:** None

## Higher Risk of Breast Cancer Found In Young Women Who Had Abortions

By Curt Suplee  
Washington Post Staff Writer

Among women age 45 or younger who have been pregnant at least once, those who had had an abortion have a 50 percent greater risk of developing breast cancer, according to a new study.

The research, to be published in the Nov. 2 issue of the *Journal of the National Cancer Institute*, found the increased risk even among women who had carried another pregnancy to term, either before or after an elective abortion. In the study of 1,806 white women in Washington state, the risk was highest among those who had had abortions before age 18, after age 30 or during the third month of pregnancy.

Miscarriage, the survey found, did not increase a woman's risk.

It has been known for years that, in general, women who bear children early in life have a reduced risk of breast cancer compared with women who have no offspring. But dozens of previous studies of the relationship between abortion and breast cancer have produced highly inconsistent results, and the researchers stress that the latest findings are not definitive.

Janet R. Daling and colleagues from the Fred Hutchinson Cancer Center in Seattle conclude that the results of their study only "support the hypothesis" that abortion affects

the risk of breast cancer and need to be confirmed by more research.

In an accompanying editorial in the journal, Lynn Rosenberg of Boston University's School of Medicine cautions that even a 50 percent difference in risk is "small in epidemiological terms" and makes it difficult to determine whether there is a cause-and-effect relation. Moreover, she writes, "neither a coherent body of knowledge nor a convincing biological mechanism has been established." As a result, "the overall results . . . are far from conclusive."

Many experts agreed. Eugenia Calle, director of analytic epidemiology for the American Cancer Society (ACS), said yesterday that the study "adds to the growing research on this subject and provides leads for further research. However, at this time the evidence is not strong enough to call induced abortion a risk factor for breast cancer."

Nonetheless, reports of the findings prompted immediate responses from numerous groups on both sides of the abortion rights debate.

Kate Michelman, president of the National Abortion and Reproductive Rights Action League, said yesterday that "it is critical that women learn about legitimate and well-founded risks to their health" and that "this study demonstrates the urgent need for more research." However, she said, the findings "are not definitive in either direction. It would be premature and inappropriate

to draw the conclusion that there is an absolute cause-and-effect relation."

Wanda Franz, president of the National Right to Life Committee, said that because "there are some very strong indicators of risk, it obviously suggests the need to do more research" and to inform women of possible hazards. "We have 1.6 million abortions a year in this country. That means that if there is a risk factor, there is a very large number of women who might be affected."

The Seattle researchers looked at the reproductive histories of 845 white women born after 1944 who had been diagnosed with breast cancer between 1983 and 1990. They then compared those results with the histories of 961 other women of the same ages from the same three counties in Washington state. In both groups, the histories were obtained by interviews and thus based on the subjects' recollections rather than examination of medical records.

Among women who had been pregnant at least once, the Hutchinson team found, those who had had one or more abortions were approximately 50 percent more likely to have developed breast cancer by age 45.

The risk was not affected by the number of abortions a woman had or the number of pregnancies she had completed; but it did vary according to age at the time of abortion and was highest—approximately twice the rate in the non-abortion group—when performed after eight weeks

**Study Cited:** "Risk of Breast Cancer Among Young Women: Relationship to Induced Abortion," by Janet R. Daling, et al. *Journal of the National Cancer Institute*, Vol. 86, No. 21, November 1994, pp. 1584-1592.

**Available From:** Out of Print, contact your local medical library.

**Cost:** N/A

of gestation.

The latter finding appears to support one theorized mechanism for a relation between abortion and breast cancer.

At the onset of pregnancy, the body produces hormones that cause breast cells to start multiplying; during the second and third trimester, these previously undifferentiated "stem" cells begin developing specialized forms for various milk-producing functions. But if the pregnancy is terminated in the first trimester, some researchers believe, it might increase the possibility of tumors because breast cancer originates in undifferentiated cells.

However, the same mechanism presumably should apply in the case of miscarriage; the Seattle study found no correlation between miscarriage and risk of breast cancer.

Even if the 50 percent increased risk—expressed by researchers as a 1.5 "relative risk"—were incontestably correct, however, it would still be comparatively small from the perspective of those who study the causes and spread of diseases.

"Epidemiological studies in general," said Calle of the ACS, "are probably not able, realistically, to identify with any confidence any relative risks lower than 1.3 [that is, a 30 percent increase in risk]. In that context, the 1.5 is modest elevation compared to some other risk factors that we know cause disease."

For example, she noted, the risk of lung cancer in a smoker is 10 to 20 times greater than in a nonsmoker.

# **Poverty & Income**

## *Welfare Mothers Find Jobs Easy to Get but Hard to Hold*

By JASON DePARLE

Special to The New York Times

CHICAGO — Poor women leave the welfare rolls for jobs much more often than was previously thought, but the low-paying and sometimes unattractive work rarely provides a long-term solution to dependence, according to several recent studies.

Most of the women soon quit or lose the jobs and return to the welfare rolls. The reasons for leaving work can range from economic problems like low wages or the loss of health insurance to personal difficulties like drug abuse or fights with bosses.

And at an employment program here near Cabrini-Green, the vast housing project, many women cite a complication rarely noted in official debate: jealous interference, or even physical assault, from boyfriends who felt threatened by the prospect of their independence.

The frequent cycling on and off the rolls challenges the common perception of a welfare mother as a woman who has never worked. And it suggests that Congress faces a doubly difficult challenge as it seeks to overhaul the system — not simply getting women into jobs, but keeping them there.

The women at Project Match, the employment program here, can recite long lists of jobs they have won and lost in between lengthy sojourns on public aid. They have bottled lotion, changed hotel beds and worked at convenience stores. They have fried hot dogs at horse tracks and cruised the aisles of catalogue

warehouses on roller-skates, filling customer orders.

Most of the women complained that the low-paying jobs left them nearly as poor as they had been on welfare, and in some cases caused them to lose their children's health insurance. But many also faulted themselves, lamenting what they called their bad attitudes or insufficient drive.

The most extensive study of welfare cycling comes from LaDonna A. Pavetti, a researcher at the Urban Institute in Washington. Ms. Pavetti found that 64 percent of the women coming on the welfare rolls for the first time left within two years. But more than three-quarters of those who left welfare eventually returned, and 45 percent returned within a year.

The policy implications of Ms. Pavetti's work are up for grabs. Some people have argued that the data make the case for placing strict time limits on assistance. They say the cycling shows that jobs are available but that welfare recipients lack the perseverance to keep them.

But others cite the cycling phenomenon to criticize time limits. They say it shows that the women are already motivated to work but are thwarted by forces beyond their control. The way to bolster employment, these people say, is to offer health insurance, child care, transportation

and wage subsidies, so that jobs become profitable.

Roslyn Hale, one Project Match participant, can serve as a case study of the difficulties of leaving welfare, having landed and lost a succession of jobs for reasons that alternately invite and discourage public sympathy. She worked as a hotel maid in the nearby business district for several years, she said, but lost the job after a fight in which she was accused of physically threatening her supervisor.

She then got a checkout job at a convenience store. But it required her to work the overnight shift, where drunks from a nearby bar taunted her and one threatened her at knife point. She left and found work at another convenience store, where she felt safer. But business took a downturn, and Ms. Hale was laid off. Now, at the age of 30, she is again supporting her 4-year-old son on a grant of about \$270 a month, along with food stamps.

Sometimes Ms. Hale blames economics for her problems. "All the low-class jobs mostly start for you at minimum wage," she said. And sometimes she blames herself. "I have an attitude," she admitted.

But most of all, she stresses that simply landing a job is no guarantee of gaining a foothold on a middle-class life. "I have worked, gotten on aid, worked, gotten off aid," she said, describing the pattern that prevails throughout her neighborhood.

Ms. Pavetti has refined much-publicized studies done by David T. Ellwood and Mary Jo Bane, former Harvard University professors who now are Assistant Secretaries at the Department of Health and Human Services.

**Study Cited:** "The Dynamics of Welfare and Work: Exploring the Process By Which Women Work Their Way Off Welfare," by LaDonna A. Pavetti, 1994.

**Available From:** Matty Hawkins; 617/496-3885.

**Cost:** \$20.00

Mr. Ellwood and Ms. Bane found less fluctuation than did Ms. Pavetti because they used a different database, one that recorded whether a person had received aid in a given year. But Ms. Pavetti examined month-by-month records and found that women sometimes hoppedscotched on and off assistance several times in a year.

All three researchers studied the main Federal welfare program, Aid to Families With Dependent Children, which now supports more than 14 million people.

Ms. Pavetti's work has also unearthed new information about why women leave the rolls. The earlier studies had estimated that of those who left, only 21 percent did so because they found work, while 30 percent left because they got married.

But Ms. Pavetti's study found that work was by far the most common reason for leaving the rolls, accounting for 46 percent of all exits. And other recent studies, using different data and time periods, have come up with even higher estimates.

Scholars generally used to divide welfare recipients into two categories, long-term and short-term, but Ms. Pavetti's work has led them to discuss a large third group: cyclers.

Ms. Pavetti estimated that about 40 percent of the women who began a welfare spell went on to fit the cycler category. They collected checks for more than 24 of the next 60 months, although their use of the system was intermittent. By contrast, only 18 percent became long-term users, collecting checks continuously for the five years that Ms. Pavetti examined. And 42 percent had short stays, using the system for less than 24 of the 60 months.

Ms. Pavetti noted that while long-term users were a small percentage of any group beginning a stay on welfare, they accounted for about

two-thirds of the people on the rolls at a given moment.

Still, Ms. Pavetti said, researchers have little statistical basis for judging the reasons that people lose jobs. "We're only starting to understand what causes people to move on and off," she said.

Project Match has won a national reputation for following recipients after they get jobs, on the assumption that problems will arise. "People don't keep their first job," said Toby Herr, the program's director.

When researchers from Northwestern University examined the program, they found that 46 percent of the women lost their first jobs within six months and 73 percent did so within a year. Some of the reasons the researchers noted are those commonly cited by advocates for the poor, including a lack of child care or health insurance.

But they also found that the women often lacked the social skills necessary for work. Many of the women resented the authority of supervisors, quarreled with co-workers or customers or failed to report on time. Ms. Herr adds to the long list of employment hurdles interference of resentful boyfriends, some of whom even follow the women to work and threaten them. She said an overhaul the welfare system would not work unless it found ways to also improve the employment of men.

"It's the untold story," she said. "The men are not working, and they don't want the women feeling better. They don't want to think they're not needed anymore."

Sitting in the Project Match office, Vanessa Williams agreed with Ms. Herr's theory, explaining how she had lost a succession of jobs because of disasters with men. She quit once, she said, because the man she was living with was using her absence from the house to throw drug parties, when he was supposed to be

baby-sitting. She left him, found a new boyfriend and landed a job at an automotive glass company that paid \$8.50 an hour.

But she said her new boyfriend also began using drugs. When she put him out by changing the lock, he knocked down the door, then burned it and beat her so badly that "I thought I was dead." Ms. Williams, who is 34, said she quit working "because he used to come to the job and threaten me."

Often, the women who leave jobs do so because they encounter several problems at once. When Alesia Waits explained why she left her telemarketing job, for instance, she first stressed the loss of health insurance. Her daughter injured herself by dropping a radio on her toe, and Ms. Waits, 26, found herself with a \$131 hospital bill. Reclaiming her insurance by returning to welfare, she said, "was a real relief."

But she also explained that she found the job dreary and the pay low, at \$5.25 an hour. The men on the other end of the telephone would sometimes turn the conversation from sales to sex. She got only two bathroom breaks every five-hour shift, she said, and her supervisor kept her under close watch. "I believe she was prejudiced," she said.

After another stay on welfare, Ms. Waits is now back at work, earning \$7.50 an hour at a racetrack concession stand, where she enjoys the company of her customers and the other workers. The job offers health insurance, and the government provides child care.

"You have to like where you're working at," she said. "And like the money. And have the benefits. And get a baby sitter. Then there's no reason for you to go on welfare."

**Study Cited:** Welfare Realities: From Rhetoric to Reform, by Mary Jo Bane and David T. Ellwood, 1994.

**Available From:** Harvard University Press Display Room, 1354 Massachusetts Ave., Holyoke Center Arcade, Cambridge, MA 02138; 617/495-2625.

**Cost:** \$29.00 + \$5.00 shipping and handling

**Also of Interest:** Welfare that Works: The Working Lives of AFDC Recipients," by Roberta Spalter-Roth, Beverly Burr, Heidi Hartmann, and Lois Shaw, March 1995, 88 pages.

**Available From:** Institute for Women's Policy Research, 1400 20th St. NW, Suite 104, Washington, DC 20036; 202/785-5100.

**Cost:** \$19.00; \$15.00 for members.

**Also of Interest:** Combining Work and Welfare: An Alternative Anti-Poverty Strategy," by Roberta Spalter Roth, Heidi Hartmann, and Linda Andrews, May 1992, 34 pages.

**Available From:** Institute for Women's Policy Research, 1400 20th St. NW, Suite 104, Washington, DC 20036; 202/785-5100.

**Cost:** \$7.50; \$6.00 for members.

## Most Americans See Their Incomes Slip Even Though the Economy Is Booming

By CHRISTOPHER GEORGES  
Staff Reporter of THE WALL STREET JOURNAL

WASHINGTON—In the past two years, C.R. Anthony Co., a chain of apparel stores, has hired more than 1,000 clerical and hourly wage workers and has barely increased their pay at all.

But in the past few months alone, the company has pushed up the pay of its computer and technical specialists—many of whom earn salaries above \$50,000 a year—by more than 10% to draw the people it desperately needs.

The Oklahoma City company's hiring picture underscores a recent development in the American income picture—one not seen since at least the start of the post-war era: A three-year economic boom has failed to seep into the incomes of the vast majority of Americans.

Despite rising employment, productivity and total national income, the median

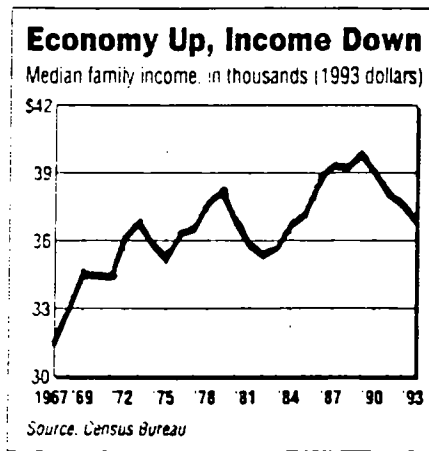
family income has declined each year since 1991, according to recently released Census Bureau data. And while the total income expanded last year, the gains went largely to the wealthiest 20%.

The recent trend is especially worrisome, economists say, because it is evidence that long-term economic expansion—once considered a certain cure for stagnating incomes of middle-class and poor Americans—may no longer be up to the task.

That possibility, economists and Clinton administration officials say, means that the most viable spark to setting median income on an upward trajectory may now lie primarily in long-term, costly solutions—particularly retraining workers for high-skill jobs and investing in education.

To be sure, year-to-year median household income has declined in other periods, such as 1979-1982, but those retrenchments occurred during stretches of economic contraction, occasionally extending into the first year of a recovery.

The latest figures show that median family income, adjusted for inflation, fell from \$38,129 in 1991 to \$37,668 in 1992 and to \$36,959 in 1993. The trends are similar for households, a broader category that includes people living alone as well as families. The same picture of income stagnation emerges viewed from different angles: Median earnings of year-round full-time workers declined 2.2% for men and 1.2% for women from 1992 to 1993.



**Study Cited:** "Income, Poverty, and Evaluation of Non-Cash Benefits, 1993," by the U.S. Bureau of the Census, Current Population Reports Series P60-188, Forthcoming in Spring 1995.

**Available From:** Superintendent of Documents, U.S. Government Printing Office, Washington, DC 20401-9328; 202/512-1800.

**Cost:** Cost has not yet been determined.

Between 1989 and 1993 all regions saw significant declines in inflation-adjusted median income, with the largest drop—11%—coming in the Northeast. Median income also fell for all age groups last year, except for householders 15-24 years old. "We've never had this long a recovery with incomes declining," says Lawrence Mishel, research director of the Economic Policy Institute.

"By now," says Lawrence Katz, a Harvard University economist and until earlier this year chief economist for the Labor Department, "one would have expected to see things turn around." But, he adds, considering the relatively moderate pace of the recovery, there is still hope that median-income gains will show in next year's numbers.

Even the long-term solution of providing lower-skilled workers with the tools to compete for higher-paying, high-tech jobs—a policy vigorously supported by the Clinton administration—is relatively untried and expensive, according to economists, including many who advocate such programs.

"Not only are we talking about a huge expenditure—tens of billions of dollars," says Peter Gottschalk, an economist at Boston College, "but a process that is certain to take years."

According to University of Chicago economist James Heckman, it would take more than \$700 billion in retraining to lift the wages of high-school dropouts and high-school graduates to 1979 levels, adjusted for inflation.

Economists offer varying explanations for the decline in median income, but most agree that the answer is related to the level of skills of what they describe as the three classes of American workers: skilled, semiskilled and unskilled.

As industries have become more tech-

nologically advanced, investing more in computers and other high-tech tools, workers at the top of the skills ladder are in great demand. And since many of these skilled managers, computer technicians and the like are already positioned near the top of the income ladder, the growth in national income is absorbed disproportionately by workers already at the top.

For example, a male college graduate 15 years ago earned 49% more than a man with only a high-school diploma, but the differential has grown to slightly more than 50% now, according to the Labor Department.

In the meantime, thanks to factors such as productivity gains, an increase in foreign competition and weaker labor unions, semiskilled workers—especially in manufacturing—have become more expendable. As a result, they either take pay cuts or are squeezed out altogether. The displaced semiskilled workers have been absorbed into lower-skilled, lower-paying jobs, such as clerical and retail positions, where demand is still relatively high. While this may keep them off the unemployment rolls, it also increases the pool of people seeking lower-skilled jobs, causing wages at that level to stagnate as well.

"There is no reason to believe that the causes of wage stagnation—technology and trade—are any less true in 1993 than 1985," says Rebecca Blank, a Northwestern University economist. "I read the numbers as very bad news about how strongly these trends are continuing."

The Census Bureau, in compiling the recent data, adopted statistical weighting and tabulation methods slightly different from previous years, leading some economists to question their value in comparisons with the previous years. But the trends are consistent with data from other recent surveys.

**Of  
Interest**

## *Embryos: Drawing the Line*

**T**HE PANEL OF 19 experts charged by the National Institutes of Health to advise the government on human embryo research made a conscientious effort to answer a question fraught with difficulties both moral and scientific: Should the government fund research that involves creating, then destroying, human embryos for research purposes alone? But its conclusion—that, under certain strict guidelines, the government should—is in our view flat wrong. The creation of human embryos specifically for research that will destroy them is unconscionable. The government has no business funding it.

Viewed from one angle, this issue can be made to yield endless complexities: What about the suffering of individuals and infertile couples who might be helped by embryo research? What makes this different from the use of “extra” embryos left over from couples’ fertility work-ups? What about the need to police this research where it is already being done? What is the status of the brand-new embryo? But before you get to these questions there is a simpler one: Is there a line that should not be crossed even for scientific or other gain, and if so where is it?

Some believe—we do not—that the line should be drawn before contraception, which prevents a possible conception, or abortion, which destroys an unintended conception, or research on fetal tissue resulting from abortions. Opponents of abortion have so far been cited as the main opposition to the embryo recommendations, and they have pledged to ask Congress to block the recommendations by ruling on when life begins.

But it is not necessary to be against abortion rights, or to believe human life literally begins at conception, to be deeply alarmed by the notion of

scientists’ purposely causing conceptions in a context entirely divorced from even the potential of reproduction. One panelist, Georgetown law professor Patricia King, wrote as much in a partial dissent, saying society has not yet “developed a conceptual framework to guide us” when “human life is being created solely for human use.” To suggest that support for abortion rights equals support for such experimentation is to buy abortion opponents’ view that permitting abortion means erasing society’s ability to make distinctions.

Though the panel of experts said a developing embryo merits “serious moral consideration,” they concluded that the moral status of embryos younger than 14 days (when the first “primitive streak” heralds the beginning of the nervous system) is not equal to that of more-developed embryos or human infants. Some members, it’s reported, initially wanted to use three weeks, the point at which brain formation begins—a fair index of the subject’s slippery-slope potential.

Much of the report is useful. Embryo research is already a common byproduct of the burgeoning study and practice of in vitro fertilization and is legal in Canada and elsewhere. It’s important to put ethical guidelines in place if the government is to fund anything in this area. The panel would prohibit cloning or the use of embryos past 14 days; it restricts embryo creation to “compelling” projects and to cases where grant-seekers can show (1) that the same questions cannot be answered with existing embryos, or (2) that new ones are needed for “scientific validity.” It’s the second of these categories, not the first, to which Ms. King dissents. But we find both alarming. In approving the funding of the purposeful creation of human embryos for *any* experiments the panel took a step too far.

## The Continuing Feminist Experiment

By PETER F. DRUCKER

In any work that requires skill or confers status, men's jobs and women's jobs have been distinct and separate throughout all but the last few decades of history, in all cultures and civilizations. The belief that women's jobs and women's social status were always inferior to men's—practically an article of faith today—is a half-truth at best. Rather, men competed with men, women with women. In knowledge work today, however, men and women increasingly do the same jobs and are competing and working collegially in the same arena.

This is still an experiment—though practically all developed countries (beginning, of course, with the U.S.) are engaged in it. For all anyone can know so far, the experiment may fail and be abandoned or sidelined after a few decades. I consider this unlikely, but it cannot be ruled out. After all, the experiment preceding it, the feminist movement that began in the early 19th century and saw “freedom for women” in their not having to work—its model being the “cultured, middle-class housewife”—is now widely (though by no means generally) considered to have been both a mistake and a failure.

### Husbands and Wives

Historically, women have always worked as hard as men. A farmer had to have a wife. And a woman on the farm had to have a husband. Neither could run a farm alone. The goldsmith or the shoemaker had to have a wife, and she had to have a goldsmith husband or shoemaker husband. Neither could run the craft shop alone. The store owner had to have a wife. And, conversely, no woman alone was likely to be able to run a store.

But, historically, men and women did the same work only when it was menial. Men and women both dug ditches, and they worked together. Men and women both picked cotton in the fields. But any work involving skill, and any work conferring social status or providing income above minimum subsistence, was segregated by sex. A “spinster” is a woman. Potters were always men.

In every primitive society studied by anthropologists, work requiring skill or giving social status is strictly separated by sex. In the Trobriand Islands in the Pacific Ocean—studied around the time of World

War II by Bronislaw Malinowski (1884-1942)—the men built boats, manned them and fished; the women tilled the land and grew yams. And then the men turned over half their catch to the women, and women half their crop to the men.

Such sex segregation was still the rule in 19th-century Europe and America. The first of the new knowledge jobs was nursing, invented by Florence Nightingale in 1854, during the Crimean War. It was designed to be exclusively women's work. After the typewriter became all-pervasive in the office, the job of secretary soon became a female one. From the beginning, telephone operators were women; telephone installers were men.

Indeed, until recently, “feminism” meant extending the separation of jobs by sex, all the way down to the menial work men and women traditionally had been doing together. From 1850 on, when agitation to limit women's hours of industrial work first began, the thrust of traditional feminism was to enlarge the scope of occupations in which there was men's work and women's work, with each sphere clearly defined and limited to people of one sex only.

But knowledge is sex-neutral. Knowledge and knowledge jobs are equally accessible to both sexes.

As soon as there were a substantial number of knowledge jobs, women began to qualify for them, reach for them, move into them. The movement began in the last decades of the 19th century—teaching came first. It gathered momentum after World War I. In fact, the era of outstanding American women leaders is not today. In the 1930s and 1940s a galaxy of exceptional women bestrode the American stage. Eleanor Roosevelt and Frances Perkins in government and politics; Anna Rosenberg in personnel management and labor relations; half a dozen brilliant presidents of women's colleges; Helen Taussig in medicine; Lillian Hellman and Clare Booth Luce as playwrights; Dorothy Thompson in foreign affairs and journalism. In fact, Hillary Clinton is very much a throwback to this earlier generation.

The movement of women into the same kinds of knowledge work as men has become a flood since World War II, and a “cause” in the past 20 years. Conversely,

men, in increasing numbers, are moving into what, for more than a century, had been the one exclusively female knowledge profession: nursing. Two-fifths of the nurse-anesthetists in the U.S.—all of them RNs—are now men.

The higher up the ladder we go in knowledge work, the more likely it is that men and women are doing the same work. Being a secretary in an American bank still means being a woman, but a vice president in the same bank may be a man or a woman. Increasingly, what an earlier generation of feminists saw as advancing the status and position of women—for example, prohibiting women from doing physically dangerous work—is now seen by feminists as discrimination against women, if not as oppression of women.

Unless this movement fizzles out—or at least abates to where the “career woman” is again the exception she was half a century ago—it will have tremendous impact, and not only on work forces and careers. The greatest impact may be on the family.

Throughout the ages, all attempts to take children away from their mothers and to bring them up in collective institutions—as was done in Sparta in Greek antiquity—were deeply resented and bitterly fought by women. They saw such moves as depriving them of their rightful sphere of power, of influence, and of contribution. Now the demand for child-care centers, to look after children while their mothers work, is seen as crucial to women's equality and as a woman's “right.”

## Reversal of History

Throughout the ages, it was axiomatic that the first task of the adult woman was to hold the family together and take care of the children. And the first responsibility of the man was to support wife and children. Today's feminism, especially in its radical form, fights as discrimination and as oppression woman's role as “homemaker” and child-care provider. But at the same time, the “single mother” who does not need a man to support her children releases the father from responsibility for the family. What, then, will family mean tomorrow, if these trends persist? And what will this mean for community and for society?

This is all still quite speculative. But this development, well outside of anything that traditional economics, sociology and political science ever considered to be within their purviews, may well be seen a century hence as the distinctive social innovation of the 20th century. It is a reversal of all history and tradition.

In this century the work force in the developed countries has shifted from manual workers doing and moving things—on the farm, in the factory, in the mines, in transportation—to knowledge work and services work. These are momentous shifts. But they are shifts in how we earn our living. The disappearance of sex roles in knowledge work profoundly affects how we live.

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*Mr. Drucker is a professor of social sciences at the Claremont Graduate School in California.*