

Programs of Special Interest to Women and Minorities

The participation of all kinds of individuals in scientific endeavors is necessary for the promotion of human welfare through science. Unfortunately, minorities and women are not offered this equal opportunity for participation.

In order to achieve a rich and multifaceted community where all talents are utilized, diversified groups must be included in the decision-making process. The exclusion of minorities and women from the process of decision-making in all areas of society ultimately leads to the impoverishment of society. A number of annual meeting symposia will deal with this relation between minorities and women, and science and society.

The underrepresentation of women and minorities in the scientific professions is related in part to their science education. A symposium arranged by Ciriaco Gonzales of the National Institutes of Health (on behalf of the Society for the Advancement of Chicanos and Native Americans in Science) and Vijaya Melnick of the Department of Biology of Federal City College in Washington, D.C., will examine the problems and opportunities involved in "Motivating and Training Minorities and Women in Science," especially at the undergraduate and graduate levels (27 Feb.).

The absence of role models for both minorities and women in the sciences plays an important part in the lack of motivation of these students. Societal pressures on young women and the conflict with traditional beliefs and practices for some minority students also contribute to their low representation. The college board exams will be interpreted in relation to Chicano and Native American students to illustrate the cultural conflict. How members of one culture can make effective use of materials from another culture, with specific reference to science, will also be discussed.

Even if there is the motivation, students' education in science is often inadequate, especially for minorities. Experimental programs currently being funded to help alleviate this situation will be examined.

These programs include training for research at predominantly minority schools, summer research-study programs for minorities, and the training and retention of minorities in biomedical graduate programs. Emphasis will be placed on their professional and social implications; pace of operation and popularity at various institutions; viability and rate of success; private and federal support; drawbacks and inadequacies; and suggested improvements. The implications of these issues for policy formulation will also be a part of this discussion.

Especially on the graduate level, where programs in general are receiving funding cuts, those specifically designed for minorities need more support. Such "Graduate Programs and Policies for Minorities" will be discussed in another symposium arranged by Lloyd K. Johnson of the U.S. Office of Education and Donald K. Sharpes of Virginia Polytechnic Institute and State University (28 Feb.). Using some federally supported programs in pupil personnel services as examples, the programs and issues involved will be looked at in a larger social context.

A profile will be given of minority graduate students at the University of California, Berkeley, in relation to recruitment, selection, fields of study, and financial support. The implications of these results for the universities and for society will be explored.

Career planning for minorities and women as it relates to the need for qualified personnel in the scientific disciplines will be discussed in the symposium "Science Manpower for the Seventies—Will Supply Match Demand?" arranged by Betty K. Vetter of the Scientific Manpower Commission (25 Feb.). The implications of increased participation of minorities and women for the overall supply and demand for scientific and technical manpower is another issue to be examined.

While much research is being done on the relation of minorities and women to society, there is a lack of input into the formulation of the policies affecting these groups. A symposium on "Social Policy Issues Af-

fecting Women's Roles," arranged by Jean Lipman-Blumen of the National Institute of Education, will examine some aspects of these problems.

Both researchers and people involved in policy implementation will discuss these issues, considering where the approaches of each group could be used. Experts on the role of women in the labor force, in the family, in politics, and on educational policy and the legal issues involved will examine their own fields within a larger social context.

Economic and social factors that influence the entry of women into the work force militate against women participating in the higher levels of the labor market, including the decision-making positions where women could influence those policy formulations. Hopefully, the symposium on social policy will result in new insight into how knowledge of this situation may help alleviate these problems.

Social policy in educational institutions has influenced women traditionally to "choose" those subjects that accord with society's definition of what is "womanly." The implication of this is obvious—women are unable to select disciplines that are traditionally male-oriented, such as science and engineering. They are also counseled away from such courses by a poorly structured and ill-informed counseling system. One of the problems is the lack of role models, but since women in the academic field are not given equal opportunity for placement and advancement, there are few such persons available. Affirmative action goals are being set up at most institutions to help implement equal opportunity policies.

One recourse is changing the legal status of women, especially through enactment of such laws as the Equal Rights Amendment and additional equal opportunity legislation. Other areas in which changes can be made include the labor force through equal pay laws, and education through setting affirmative action goals.

The relation of women to social policies will also be discussed in "Issues in Extrafamily Child Care," arranged by Myra Strober of the Graduate School of Business of Stanford University (28 Feb.). The psychological aspects of child care will be examined through

cross-cultural studies of different methods of child raising, questioning whether the number of hours the mother is at home with the child is the crucial variable necessary for healthy development. Key variables in the design of child rearing environments, both physical and social, will be identified and their implications for solving current problems of child care explored.

The questions of cost and of supply and demand will also be discussed, an "ideal" system presented, and economic analyses made. These practical considerations of cost and organization and the discussion of the psychological ramifications of extrafamily child care will be useful in the future design of these systems.

Another symposium will focus on "Sex Differences in Health Care" (1 Mar.), arranged by Jane E. Prather of the Department of Sociology and Linda S. Fidell of the Department of Psychology of California State University at Northridge. The growing interest in the delivery of medical care has led to the question of how the sex of a patient might be related to the kind of care and treatment provided by health institutions and personnel.

Several differences in the health-seeking behavior of men and women will be discussed. Women visit doctors more frequently than men, report more symptoms on each visit, and receive a greater percentage of both psychoac-

tive and other drugs. Women seek more psychiatric treatment than men, and present more psychological as opposed to physical symptoms than men.

The folklore about behavior of men and women will also be part of the discussion. Men are seen as strong, rational, and independent; women as weak, emotional, and dependent. How these expectations affect the medical treatment will be explored, as well as actual differences in life stress. People face different problems and health hazards in the work force—the traditional place of the man—than in the home. These stresses will change with the modifications in sex roles, and the implications of this for health care will be discussed.

Another factor to be considered is the stratification by sex of the medical and mental health professions in the United States. Men occupy the highly skilled positions of physician and psychiatrist, while women traditionally are found in the lower skilled occupations of nurse, technician, or social worker. These issues will be examined by people from various disciplines. It is hoped that such research may be used in the formulation of policy that will result from changes in the health care system.

One of the methods of implementation of the social policies of equal opportunity in institutions is the use of affirmative action goals. The technical considerations will be discussed in "Ac-

tion for Affirmative Action," arranged by Virginia Walbot of the Department of Biochemistry of the University of Georgia (26 Feb.). Programs will be examined which seek to carry out Executive Order 11246 as amended, which forbids all government contractors from discriminating on the basis of race, color, religion, national origin, or sex, and requires affirmative action as well as a cessation of discriminatory practices.

These programs include affirmative action plans for non-faculty in universities as well as faculty; for positions in business; and for managerial and administrative posts in both academia and industry. Participants will share different experiences of working with these plans.

Besides these symposia, there are others having a significant number of minorities and/or women participating. This is part of an effort to increase the visibility and to provide opportunities for minority and women scientists. Each of these programs helps in the effort to provide every individual with an opportunity to express his or her potential and to make it possible to take advantage of the cultural diversity and range of experience in the scientific community and in society that is fundamental to the promotion of human welfare.

SUSAN POSNER

Office of Opportunities in Science

Special Events and Tours

San Francisco Symphony

Tickets are now available for a performance by the San Francisco Symphony at the Opera House on 1 March 1974 at 8 p.m. Guest conductor for the evening will be Edo De Waart; piano soloist: Philippe Entremont.

Program:—Mendelssohn—"Ruy Blas" Overture

Prokofiev—Piano Concerto #3

Dvorak—Symphony #6

Prices: \$4.50 or \$7.00 (All tickets must be ordered before 1 February)

Requests for tickets should be sent, with remittance, to:

Miss Jane Kingston, Room 70A-3307

Lawrence Berkeley Laboratory

University of California

Berkeley, California 94720

Note: Checks should be made payable to the San Francisco Symphony Association. Please enclose stamped self-addressed envelope with your remittance.

Tours

AAAS has also arranged the following tours for the meeting attendees participation:

Tour A—(Tuesday, 26 Feb.): Geysers Power Plant in Sonoma County, 90 miles north of San Francisco.

Tour B—(Wednesday, 27 Feb.): Stanford University Medical Center.

Tour C—(Thursday, 28 Feb.): San Francisco Bay—Delta Hydraulic Model.

Tour D—(Friday, 2 Mar.): NASA—Ames Research Center near Mountain View, on the San Francisco Bay.

Additional information and tickets will be available during the meeting at the AAAS Information Desk, S.F. Hilton.