

from TOWARD EQUITY Karen Bogart, Hood College
1984

TABLE 1

SELECTED PROGRAMS AND POLICIES THAT PROMOTE
SEX EQUITY AT FEATURED INSTITUTIONS

MASSACHUSETTS INSTITUTE OF TECHNOLOGY

Women's Coordinator	Tuition assistance (very highly used by support staff women)
Women's Studies Program	Undergraduate Research Opportunities Program directed by a woman and carefully affirmed for minorities and women
Women's bulletin boards	Extensive medical services of special interest to women
Several women's newsletters	Groups and outreach for eating disorders, many other needs
A women's monthly journal	Strong harassment policies and procedures
Numerous women's groups	Sexual harassment programs, films, training sessions, outreach brochure
Black women's and other minority groups	Suite of rooms for women students
Advisory Committee on Women Students' Interests	Lounge space for women employees and students
Women's Forum	Women's dormitory
Women Graduate Students in Computer Science	Women's dining room (also open to men)
Women Graduate Students in Political Science	Women's sauna
Ad Hoc Committee on Women's Admissions	Two chairs for women
Association for Women Students (undergraduate)	Part-time tenure ladder option
Women in Architecture	Flexible time, split-and part-time jobs with supervisor's permission
Dean's Office Women's Group	Leaves of absence with permission
Society of Women Engineers	Informal mentoring system
Ad hoc Laboratory Women's Groups	Posting system for all vacancies
Chemical Engineering Women Graduate Students	Serious search for all faculty
Personnel Women	Many in-house training programs on supervisory development, resume writing, assertiveness, etc.
Women Faculty	Systematic salary equity and promotional analyses
American Association of University Women	Child care bulletin boards
Technology Wives Association	Family day care and center care
Technology Women's Organizations	Strong administrative Equal Opportunities Group
Women's League	Innovative (department-based and school-based) affirmative action planning strongly backed by central administration
Technology Matrons	
Organization of MIT Alumnae	
Administrative Staff Women	
Women's Advisory Group to the President	

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TABLE 1 (Continued)

MASSACHUSETTS INSTITUTE OF TECHNOLOGY (Continued)

Women's Groups (Continued)	Non-union grievance procedures (with minority and female administrators available to all)
Office-Clerical Work Group of Administrators and Support Staff to consider support staff issues: VDT safety, career development, harassment, etc.	Many departmental studies on race and gender issues
Lesbian women's groups	Workshops on gender and race issues, women's health issues, etc.
Medical women's groups	
Telethon to recruit women students	
Special efforts to widen pool of women students: on-campus weekends, booklets, mailings, etc.	
Special freshmen orientation programs for women students	
Special fellowships for women students	
Admissions and financial aid reports on minorities and women	

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