Biographical Sketch

Lois Kathryn Herr was born in Hershey, Pennsylvania on December 23, 1941. She earned a Bachelor of Arts degree in English from Elizabethtown College and a Master of Arts degree from the University of Pennsylvania. During her employment at Bell Labs Herr earned a Master of Business Administration degree at Fordham University in the Bronx, New York City in 1975.

Herr's first full-time job was teaching seventh grade English in Middletown Township, New Jersey in 1963. To fulfill her need for more challenging work, she went to work at Bell Laboratories in 1964. During her 26 year career with Bell Labs and other units of the Bell System, Herr lived and worked in four states and the District of Columbia before retiring from NYNEX in 1990. As a manager within Bell Labs, AT&T, New York Telephone and NYNEX, Herr gained the respect of not only her peers, but also that of officers and directors of the companies in which she strived to gain equal rights for women in the workplace.

From 1990 to 2011, Herr lived in Lancaster County Pennsylvania. From 1993 to 2003 she taught business and managed marketing activities at Elizabethtown College. Her volunteer service in the region has been vast and productive. She has participated on several public boards and has been a candidate for the U.S. House of Representatives three times since 2004. She has also acted as the Executive Director of the Lancaster County Democratic Committee and served as a State Committeeperson in the Pennsylvania Democratic Party. She is a member of the National Organization of Women. Her affiliations within the feminist movement are well documented in her papers and in a book she authored in 2002, Women, Power, and AT&T: Winning Rights in the Work Place (Northeastern University Press, 2003).

Lois Herr's second book, published in 2009, is titled Dear Coach: Letters Home from World War II. The book chronicles the contents of 200 letters sent from soldiers in the battle grounds of the war to their coach back home, Herr’s father. Ira Herr founded the athletic program at Elizabethtown College and was a legendary coach at the school for many years.

Herr continues to work with organizations which protect the rights of women in the workplace and participates in Pennsylvania politics.
**HISTORY**

Herr began her employment at Bell Labs in 1963. This was during an era which saw the passage of the Federal Equal Pay Act of 1963, the Civil Rights Act of 1964, and also the founding of the National Organizational for Women in 1966. At first Herr did not become involved in the activities associated with the feminist movement. She was a part of the “Ma Bell” family and quite content to think of her job as a welcome challenge.

However, when she discovered that her work benefits were not equal to those paid to men at the same level, and that women were not permitted to work at jobs categorized as “men’s jobs,” she began to internally question the discriminatory policies of her company. Her mission was clear; she was determined to cause a change in the thinking of those senior executives who created policy. Herr was determined to influence change within the Bell System, but to do it without disturbing the family-like environment of a cooperative corporation which welcomed open discussion about issues which affected work.

The senior executives of AT&T were proud of their companies’ record with respect to hiring and training minorities. Herr discovered, however, that there were few women in high managerial positions at AT&T, and she was determined to change the obvious discrimination. The Civil Rights Act of 1964 created the Equal Employment Opportunity Commission to investigate and enforce penalties for acts of discrimination in the work place (other than in federal government which monitored its own). When AT&T applied to the Federal Communications Commission for an increase in rates in 1970, young lawyers at the EEOC saw an opportunity to intervene. The argument for intervention was supported by the National Organization for Women and other civil rights organizations. The charge was that by discriminating AT&T was inefficient economically and did not deserve the rate increase. The FCC separated the rate increase request from the EEOC charge and established a separate document to investigate the EEOC’s charges against AT&T.

Understanding that AT&T was being challenged by the federal government regarding issues about which she had also been similarly concerned, Herr and others within AT&T saw an opportunity to join the battle from within the company. AT&T believed that the company had been blindsided by the EEOC. They were proud of their record in hiring and training minorities, but had not realized that their record of unequal employment policies with women and minorities would be challenged. Indeed, their response to the decree of intervention focused on minorities, not women, until the issue about women’s rights was explained to them in very clear terms. The Petition to Intervene in AT&T’s request for a rate increase was dated December 10, 1970, and the agreement to settle the case was not signed until January 18, 1973.
Herr describes the story of the women’s movement and the EEOC intervention in her book *Women, Power, and AT&T*. The Lois Herr Papers articulate first, the process, step by step, by which Herr and other pioneers of the women’s movement in the United States and the EEOC had influenced changes in corporate policy to create more equal opportunities for women in the work place. Secondly, her papers describe the process by which Herr composed and published her first book. Her papers indicate meticulous scholarship and persistent advocacy toward the goal of equality for women. Her diligent work and the work of many other pioneers in the women’s movement are well documented in her papers through correspondence, personal notes and collections of informative memoranda and news articles. Herr’s extensive compilation of AT&T and EEOC records are a significant resource for examining the issue of equal rights in the workplace.

**PROVENANCE AND ARRANGEMENT NOTE**

Most of the Lois Herr Papers were prepared or collected by Herr beginning in the early 1960s through 2003. In addition, many papers, correspondence, news clippings, and reports about equal rights for women were solicited and collected by her during the same period. Early files document events leading up to a landmark equal rights court case, United States of America and the Equal Employment Opportunity Commission v. American Telephone and Telegraph Company. Resources collected prior to and during the court case, as well as those gathered after the case, provided Herr with abundant information to write the book *Women, Power, and AT&T, Winning Rights in the Work Place*. Included among her papers are sources of her research and documents collected to support events described in the book.

The records are primarily arranged chronologically: Series I documents the court case, while Series II and II contains support information used in her book about equal rights for women and minorities.

Herr donated her papers to Hagley Museum and Library during the period 2010-2012.
SCOPE AND CONTENT NOTE

SERIES I: THE UNITED STATES OF AMERICA AND EQUAL EMPLOYMENT OPPORTUNITY COMMISSION v. AMERICAN TELEPHONE AND TELEGRAPH COMPANY

The records leading up to the court case include a chronological arrangement of memos, correspondence, data lists, and personal notes between Herr and other equal rights activists from the beginning of the feminist movement in the United States in the early 1960s to the settlement of the case by AT&T and EEOC. The records include information about the beginning of the National Organization of Women. Court case records begin with the Petition of Intervention by EEOC in December 1970 to the Consent Agreement and settlement in January 1973. Testimony of the officers of AT&T, as well as that of equal rights activists are also included, followed by post-settlement responses from AT&T.

Subseries A. Files of information leading up to EEOC v. AT&T, 1963-1972
Subseries C. EEOC v. AT&T, 1966-1973
Subseries D. Files following the court case, 1973-1975, 1990s
Subseries E. News Clippings, 1961-1973

SERIES II: WOMEN, POWER AND AT&T, Winning Rights in the Workplace

The papers in this series are a chronological record of the information collected by Herr to support her writing about the proceedings and impact of the court case in which she and her colleagues had participated in the early 1970s. Files also include a step-by-step look over the shoulder of the author as she methodically gathered information, persistently extracted information from those who had lived the event, and arranged the material to read like an historical novel. She tested the memories of her colleagues to critique her work and to review the manuscript when finished. The world of publishing is also described as Herr, a first time author, discovers and learns to navigate the path toward a finished product. The series further includes biographical information about most of the participants in the events mentioned in her book.

Subseries A. Research gathered for WOMEN, POWER AND AT&T, 1964-2002
Subseries B. Composing copy for WOMEN, POWER AND AT&T, 1997-2003
Subseries C. Reaction to the book, 2003-2004
Subseries D. Personalities in the book
Subseries E. Associations relevant to the equal rights cause
Subseries G. Reports, Pamphlets, Brochures, 1969-2003
SERIES III: PRINT INFORMATION ABOUT EQUAL RIGHTS

Files in this series include additional copies of newspaper articles, magazine essays, reports and Lois Herr's personal files pertinent to the cause of equal rights for women and minorities. Much of the materials in SERIES III might seem redundant to items in SERIES I AND II. However, given the abundance of such a broad variety of opinions in print devoted to the issue of equal opportunity, the materials in SERIES III explain the nature of change in women's rights in the work place during the period leading up to and crossing into the 21st century.

Subseries A. Lois Herr's Personal Files, 1971-2003
Subseries B. Additional Print Materials about Minority Rights, 1907-2004

SERIES IV: ARTIFACTS

The few items in this series were used to publicize the feminist movement, including buttons from the AT&T Women's Alliance, a plastic shopping bag and stickers, and a tin of coal presented to each AT&T company president on January 3, 1972 as a holiday gift to the executives at the sexist company.

SERIES V: AUDIO/VIDEO MATERIALS

The video and audio tapes pertain to economic equality for women. These have been transferred to the Pictorial Collections Department.
Series I: The United States of America and Equal Employment Opportunity Commission v. American Telephone and Telegraph Company

Box 1

Subseries A. Information preceding EEOC v. AT&T
Includes a partial list of the contents or topics for each folder

Folder 1 1881, 1963-1968


Presidents Kennedy and Johnson call for equal opportunity.

Civil Rights Law 1964.

Bell’s policy on equal opportunity.

Actionable complaints against AT&T.

The impact of riots on Bell System.

Folder 2 1968

“A Unique Competence: A Study of Equal Employment Opportunity in the Bell System,” by the legal team for EEOC. The document became a significant portion of the team’s filing on 12/1/1971 (among filings of over 25,000 pages of records, much of which were created by the employees of AT&T) and used by EEOC to refute AT&T’s employment record regarding women in the workplace. A major portion of the actual writing of the final version of “A Unique Competence” was done at Graves Mountain Lodge in Syria, Virginia.

Folder 3 2/1969-9/20/1972


Communication Industry Newsletters, 12/17/69-9/20/72.

Folder 4 1/30/70—12/10/70

Petition against Pacific Telephone & Telegraph and V-P Johnson’s response.

“The Age of Anxiety at AT&T,” in Fortune magazine.
Box 1, Folder 4 continued


Pacific T&T, status of settlement from EEOC case, summer 1970.

AT&T Chairman responds to the EEOC Petition; news clipping about the EEOC charges.

Subseries B. National Organization for Women

Folder 5 1913-12/15/1970

Copy of a photograph of the females of the Cable Plant at Hawthorne picnic celebrating the granting of women’s suffrage in Illinois, 1913.

“Reporters You Can Trust, no date.


“26th National Success” from NOW ACTS, regarding August 26th celebration of Women’s Suffrage Amendment.

Selected publications concerning women’s rights, 10/1970.

Photo of Mary Jane Collins and MaryAnn Lupa en route to NOW training in Chicago.

NOW The First 5 Years 1966-1971.


Letter from NOW urging the passage of S.B. 2453 granting cease and desist powers to EEOC.

U.S. postage stamps commemorating the 50th Anniversary of Women’s Right to Vote.


List of books about the feminist movement.

Quotes from Wilma Scott Heide, the third President of NOW.
Box 1, Folder 6 (continued)

Letter from Aileen Hernandez to William Brown, Chair of EEOC, complaining about the irresponsible attitude of EEOC Director Joseph Fagan in a public meeting.

A copy of the NOW Phone Company Anti-discrimination Affirmative Action Kit.

Several ACTION NOW publications from 1971.


Letter from NOW to William Brown, Chair of EEOC, listing issues important to NOW, 3/15/1971.


Illinois Bell Bulletin, 4/7/1971, regarding picketing the Bell headquarters by NOW.

News release, 4/19/1971, Lois and Woody Kerkelslager held a meeting of Chicago NOW.

Long Lines (Bell training center) article about “don’t call women ‘girls,’” 4/30/1971.

Pathfinder Corps. by NOW to offer help to women who reenter the work force; several ACT NOW issues, 5/23/1971.

Folder 8 6/27/1971-12/21/1971
NOW Nationwide Actions in New York State, Twin Cities, Minnesota, Central CT, Cedar Rapids IA, Sacramento, CA, and other U.S. locations.


Handwritten notes on the NOW National Convention in Los Angeles on Labor Day.

Laws Covering Sex Discrimination in Employment.

Information about August 26, 1971, the day NOW presented a package of feminist demands to Chicago’s Mayor Richard J. Daley.

“Background on Federal Action Toward Equal Employment Opportunity for Women.”


Survival Statistics to silence the oppressors.

Questions I Should Have Answered Better.

Folder 9  1/19/1972-5/12/1972
Detroit Chapter Meeting notes, 1/19/1972.

Affirmative Action issues with Illinois Bell.

Special issue of Time magazine, 3/20/72 featuring “The American Woman.”

"Information on the Equal Rights Amendment of 1972."


NOW Midwest Region joins all of NOW to protest AT&T's rate increase due to the company's "blatant sex discrimination in employment."

Folder 10  5/13/1972-12/18/1972

“Pa Bell Promises Full Equality for Women NOW,” following NOW’s demonstration in front of Illinois Bell Building, no date.


Folder 11  1/10/1973-12/10/1973
Memo from Heather Booth to MaryAnn Lupa and Ann Scott regarding NOW training session at the NOW Conference, 1/10/1973.

Box 1, Folder 11 (continued)
February 1973 issue of ACT NOW reviews NOW's push to raise money for awareness of the importance of the Equal Rights Amendment.

Press release, dated 3/5/73, by NOW deploring Illinois Bell's attempt to raise telephone rates to pay for retroactive pay guaranteed by the EEOC settlement.

NOW Compliance Committee's “Guidelines on Questions to be Used in Evaluating Affirmative Action Plans.”

1973 NOW 6th Annual Conference program “The Future is Revolution NOW.”

Form for NOW members to list their feminist history and send it to the Veteran Feminists of America.

Information on Organizing Corporate Feminism.

NOW membership list, 8/24/1974.

The Spokeswoman, 9/15/74, reports NOW victories at Kraft, Washington Post and others.

“Job Equality NOW,” a kit for chapters of NOW hoping to achieve equal opportunities in employment, 7/19/1975.


ERA Report, March 1980, reviewing the formation of a National Business Council to help ratify the Equal Rights Amendment.

NOW Legal Defense & Education Fund Equal Opportunity Awards Dinner on 10/28/81.

“Countdown to Equality” the 1981 NOW Annual Convention, notes and workbook.

This folder contains information about NOW with various glimpses throughout the 1980s, 1990s and early 2000s.

NOW NATIONAL TIMES, 11/1981.
Box 1, Folder 13 (continued)
Notice from *Ms.* magazine stating that after 17 years (1971-1988) the magazine would cease to exist, due to lack of advertising. (However, the magazine is still being published today).


“Lib fund set to aid 7 held in abortion,” from the CWLU Website, 1/12/2002.

“Welcome to the web site of the National Council of Women’s Organizations,” 7/20/02.

“Women Speak on Affirmative Action,” from the National Council of Women’s Organizations web site, 7/20/02.

Photos of Lorena Weeks and Aileen Hernandez, no date (after 1971).

“Equal Rights in the Bedroom,” by NOW, New York City Chapter.

Subseries C. EEOC v. AT&T
Folder 14  6/30/2001
Chronology of events regarding EEOC v. AT&T.

Folder 15  EEOC Exhibits  1966-1972


Speech by Clara Allen, head of the Job Pressure Committee of the Communications Workers of America, during the 31st Annual Convention of the CWA, 6/1969.


Box 1, Folder 15 (continued)
Motion for Discovery and Production of Documents, 2/22/1971.

*Topics*, May, 1971, a review of AT&T’s Task Force on Women formed by the company in 1970.

EEOC Exhibit 5, a list of Document Numbers and Descriptions in Table of Contents format.

Letters from David Copus, attorney for EEOC, to Hal Levy, attorney for AT&T, stating contents of materials soon to be sent under separate cover, 4/28/1971; stating that some documents were missing and need to be sent to EEOC, 6/17/1971.


**Oversize Folder #1** Included in Box 1
EEOC’s petition to the FCC to Intervene in AT&T’s request for a rate increase until AT&T ceases to discriminate against women in the workplace, 12/10/1970.

**Folder 16** 12/18/1970-1/13/1971
AT&T’s opposition to the EEOC’s Petition for Intervention, including an affidavit of William C. Mercer, 12/18/1970.

National Organization for Women’s petition to the FCC to suspend rates, a hearing and declaration of unlawfulness, 1/13/1971.

AT&T’s long distance message telecommunications service, phase 1 and pertinent statistics, 1971.


A bulletin from AT&T, reviewing the EEOC and AT&T positions regarding discrimination at AT&T, no date.

Lists of representatives for NOW, AT&T, and EEOC, no date.

AT&T memo(?) regarding untrue statements by EEOC during the FCC hearings during mid-May 1972 in the areas of the company's Absence Control Plan, and The Plant Department Strike of July, 14, 1971-February, 1972 in New York State.
Box 1 (continued)

Folder 17 2/21/1971-10/5/1971
Fact sheet on Lorena Weeks v. Southern Bell in which Weeks charged discrimination on the basis of sex; information on court cases involving Pacific T&T, Southern Bell, New Jersey Bell, 2/21/1971.

Memo from Corporate ID Program regarding standardized work clothing trials, 5/10/1971.

Letter from Randy Speck, attorney for EEOC, announcing a “massive investigation” of AT&T, 6/18/1971.


Folder 18 10/20/1971-12/27/1971

AT&T Alliance for Women Board notes, 11/16/71-5/73.

Southwest Bell reports EEOC’s case against AT&T, 12/2/1971.

“AT&T sexism case Still no lady repairmen, but a few lawyer-freaks” from The Village Voice, reviews the precedent for denying rate increases until compliance with civil rights laws, 12/9/1971.

Follow-up to AT&T Task Force on Women, 12/27/71.

Lois H. Kerkeslager’s THE SITUATION TODAY, Outside the company and Inside the company, quoting from the Harvard Business Review’s opinion about the company’s options for beginning EE, 1/1/1972.


Explanation of The AT&T Alliance for Women, 2/8/1972.

Box 1, Folder 19 (continued)
Lois Herr Kerkeslager’s “AND NOW THE NEWS,” 2/11/1972, reviewing the events leading up to EEOC Hearings: EEOC's intervention to block AT&T’s request to the FCC for a rate increase, until AT&T provided equality for women in the workplace (December, 1970); EEOC's filing 20,000 page pre-hearing documents (December 1, 1971); official hearings began (January 31, 1972).

A review of Presidential Executive Order 11246 (a policy of equal employment opportunity by federal contractors without regard for race, creed, color, national origin); 11246 was amended by 11375, which included the word sex as an addition to the aforementioned criteria; the review also included an Analysis Of Revised Order 4, which provided rules for affirmative action for women, as well as racial minorities.


Available Visual Aids dealing with The Women’s Rights Movement or with Women In Industry.


Folder 20
Affidavits and Testimony of witnesses in EEOC v. AT&T: Lorena Weeks, Ann Scott, Gabrielle Gemma, Mary Pirotti, William Wallace, Sandra Bem, Fern Quann on Kathy Dennis, rebuttal to Helen Roig, Lee Walker on behalf of NOW Carol Carter, Collette Birnbaum, Hull and Wenning for NOW and others.

Box 2   Folder 1 1972
Testimony (volume 1) of John W. Kingsbury, Assistant V-P for Personnel Relations at AT&T, 10/30/1972.

Folder 2 1972
Testimony (volume 2) of John W. Kingsbury, 10/30/1972.

Folder 3 1972
Testimony (volume 3) of John W. Kingsbury 10/30, 31/1972.
AT&T witnesses and summaries of their testimony, no date.

Folder 4 3/19/1972-7/14/1972
Information on CULA, the Center for United Labor Action, 3/72-1/82.

Box 2, Folder 4 (continued)

News article from Wall Street Journal, 3/20/1972, “Under Pressure Firms Try To Upgrade Status of Women Employees.”

Copy of a San Francisco Examiner press clipping, dated 3/24/1972, regarding Pacific Telephone & Telegraph’s intention to hire people with Spanish surnames.

Testimony at hearings regarding the hiring of more Latinos, no date.

Letter, dated 4/24/1972, from NOW to John deButts, recently elected Chairman of AT&T, regarding NOW’s concern about equality for women in the workplace.


Southwest Bell reports Affirmative Action Plans for improving career opportunities for women, 5/2/1972.

AT&T reports that the company has been maligned by EEOC, mid-May, 1972.

“AT&T Alliance For Women – What Do They Want To Do?,” AT&T Treasury Department – Stock and Bond Division, 6/1972.


Folder 5 8/1/1972-9/18/1972
Press release, 8/1/1972, by AT&T reaffirming the company’s commitment to equal employment opportunity and complaining about the unjust maligning of AT&T by EEOC.


Memo to mailing list of The Private Line, a newsletter published by Lois Herr Kerkeslager to help inform her mailing list about the proceedings about the EEOC
Box 2, Folder 5 (continued)

hearings, 8/1972. The issue contains report that AT&T contends that EEOC exaggerates the job discrimination charges.


Five letters regarding disciplinary action, 8/3/1972-10/25/1972. Two letters about Yasin Ladson, one about Cathy Dennis, two about Gabrielle Gemma with two additional letters explaining the policy as ordered by the court.


Letter, dated 11/13/1972, from Morton Meneker to James Juntilla, attorney for FCC, regarding disciplinary action against Patricia Miller.


Letter, dated 12/11/1972, from Thomas Walsh, attorney for New Jersey Bell, to Judge Denniston, regarding the dismissal of Luz Da Silva from NJ Bell.

Letter, dated 1/24/1973, about disciplining Cathy Dennis.

Folder 6  11/15/1972


Folder 7 11/15/1972- 12/31/1972


“Growing and Building Together”, from AT&T News, 12/15/1972, features Lois and Woody Kerkeslager working and growing within AT&T.

Transparencies leading up to and following the EEOC filings, ending with EEOC/AT&T Goals, 12/31/1972.
Box 2 (continued)

Folder 8  1/13/1973-2/19/1973

“Equal Opportunity” from American Odyssey, 1/13/1973, a case study and review of the EEOC v. AT&T case, including background, the charge, responses from AT&T, the options for AT&T, and the settlement.


EEOC’s Petition to Terminate Proceedings, 1/19/1973.

Newsweek article, dated 1/29/1973, “Ma Bell Agrees to Pay Reparations.”


Subseries D. Files documenting events subsequent to court case


Proceedings triggered by opposition to the petition filed by EEOC on 1/19/1973 (petition to terminate the proceedings). Opposition was led by unions who contended that the settlement was not satisfactory. The hearing in Judge Dennison’s office outlines the settlement and the unions’ explanations why it is unsatisfactory. Includes testimony and notes on the meeting, 3/12/1973.

Folder 10  3/20/1973-Fall/1973

Two letters on the discipline of witness/employees of AT&T: Patricia Miller and Linda Dear.


“Lilley Addresses Alliance” from On Board with the alliance, a report to the Women’s Alliance at AT&T, 3/23/1973.


AT&T Job Classification Structure as of 10/73.
Box 2, Folder 10 (continued)


Two days before the consent decree was signed, the Communications Workers of America requested to be included among the parties who would reshape AT&T. Includes testimony, a history of the case and rules of intervention, and a statement of Request Denied, 10/5/1973.

Letter from AT&T’s Bruce A. Strasser to A. Bennett Wilson, Jr., dated 10/31/1973, regarding aid to the hearing impaired.


Four commercially printed and covered reports regarding AT&T’s commitment to equal rights for all, 1973.

Folder 12  1/24/1974-winter/2003
“Bell System to issue adapters to aid the hard-of-hearing” from AT&T management report, 1/24/1974.


“Arkansas plan hits EEO targets” from AT&T News, 10/7/1974.

“Small climbers for employees of Slight Stature” from AT&T memo, 2/4/1975.


“AT&T Accused of Sexual Harassment, Discrimination” from News Bytes News Network, 11/29/01.
Box 2, Folder 12 (continued)
“Gender Jobs/Earnings” from *PEER professional education & employment reporter*, winter 2003.

Subseries E. News clippings 1961-1973

Folder 13  3/9/1961-10/31/1971
Folder 14  11/22/1971-8/2/1972

SERIES II: *WOMEN, POWER, AND AT&T: Winning Rights in the Workplace*, by Lois K. Herr

Subseries A. Research gathered for *WOMEN, POWER, AND AT&T*

Folder 15  6/19/1964-1982

The EEOC created by the Civil Rights Act of 1964. Title VII of the Act forbids employment discrimination based on race, color, sex, religion, and national origin, 6/19/1964.

This folder includes milestone events in early EEOC, 5/1965-5/15/1976.


Graph showing the number of women above the 5th level of management, 1968-1982.

Folder 16  1970
List of documents pertaining to equal employment opportunities from *Netscape Search*, 1970.


**Box 2, Folder 16 (continued)**


“Illinois Bell Action Committee Agenda for March meeting, no date. List of frequently called numbers includes Lois Kerkeslager.

Information about Lois Kerkeslager’s work at Bell Labs and events following her transfer to AT&T in New York, 10/26/1970-10/28/1985.

**Folder 17 1/19/1971-4/1973**

List of Scheduled Dates for EEOC v. AT&T, 2/22/1971-1/25/1973

Memo from Lois Kerkeslager to membership of a caucus about the status of women in technical communications field, no date.

Herr’s handwritten notes about feminism and events surrounding the EEOC case, 5/71-4/73.

**Folder 18 1971-1992**


Letter, dated 2/2/1972, regarding “targeting” by EEOC.

Catherine Cleary’s name appears on AT&T Board list, 4/19/1972.

“Belle Blu” apparel conforming to Bell standards, 5/1972, regarding garments designed for Bell women employees.


Women on Bell System Board of Directors as of 4/1/1973.

Box 3, Folder 1 2/4/1974-10/14/1981

Insurance Bias and a retort by Twiss Butler, 1976-1996.

Follow up on Title VII Issue, 4/3/1978.

“Blow to Affirmative Action,” from Black Enterprises, 5/1981. Supreme Court held that an employer does not need to give preferential treatment to minorities or women.

Letter dated October 14, 1981 in answer to a request in Answer Back #7666.

Folders 2-10 are files of sources for researching Herr's book 1/1/1989-2/1/03

Folder 2  Research
Information about Southwest Bell, 1988-1990.

Records of the EEOC, Box and Folder List at National Archives, 1/1/1989.


Graves Mountain Lodge, Syria VA, a “writer's paradise” to Lois Herr as she wrote her book, and to the EEOC in 1971 during their composition of “Unique Competence.” 8/16/1996.

Folder 3  Research  1965-2000
Executive Order 11873 &11246, President Lyndon B. Johnson, 9/24/1965.


Resources from Lucy Benschop at NYNEX, 11/21/1990.
Box 3, Folder 3 (continued)

Internet Resources, 2/18/1996.

Schlesinger Library, Harvard University, 9/11/1996, 2/20/97, 7/10/01-12-11/01.

Reunion in Naperville Illinois, just prior to Herr’s research at University of Illinois, 6/10/1996-7/18/1996.

Know, Inc. a non-profit press, 11/10/1996.

Ms. Herr’s authorization to search NOW archives, 11/13/1996.

Sources for research, 1996.


“The Decision to Divest: Incredible or Inevitable,” by Trudy Bell, reprinted from IEEE Spectrum Online, June 2000.

Greaves Productions letter to Herr, transferring information on the EEOC hearings in Houston, 7/22/1999.


List of individuals and dates for interviewing them, as well as chapter number in the book where they appear, 7/13/1966-12/2000.


Box 3 (continued)


Resources from the AT&T Archives, 7/10-7/19/1998.


Resources from Library of Congress, Alexander Graham Bell Archives, no date.


Handwritten extra large foolscap listing sources of information for Ms. Herr's Book. n.d.


EEOC’s summary of statistics for women's and minorities' equality of opportunity in 2001 at AT&T.

Box 3 Folder 8 (continued)
“Progress or No Room at the Top, The Role of Women in Telecommunications, Broadcast, Cable and E-Companies,” Annenberg Public Policy Center, 2001.


Resources at New York University, 8/20/2001.

Agreement from Chicago Sun -Times for permission to reprint an article, 10/2/01.

Folder 9  Research  8/23/2001-12/18/2001


Notes for anticipating research, 8/30/2001.


List of resources, 12/18//2001.

Folder 10  Research  1/12/2002-2/1/2003

Women's Studies, from the Education Index, 1/12/2002.


Call for contributions to the Encyclopedia of American Social Movement’s chapter The Women's Movement (19th & 20th Centuries,) 1/30/2002.
Box 3, Folder 10 (continued)
Review of witnesses for AT&T during EEOC v. AT&T, including the testimony of each, reprinted 2/3/2002.


A review of Disciplining Feminism: From Social Activism to Academic Discourse, by Ellen Messer-Davidow, 8/1/2002.


Sex discrimination in schools, 1/10/2003.

University of Michigan’s response to White House announcement on Affirmative Action, 2/1/03, U.of M’s web site.

Subseries B. Composing drafts for Women, Power, and AT&T

Drafts and support information for the outline of the book.

Possible Publisher: The Feminist Press, 3/2/01.

Request from Northeastern University for Ms. Herr’s final author response, 2/5/02

Brief discussion about deadlines, 7/27/02.

“Marketing Guidelines for Authors,” and “Marketing Questionnaire,” Northeastern University Press, no dates.

Correspondence about first drafts and rewrites, 3/24/01-7/23/01.

Original signed contract with Northeastern University Press, 7/24/01.

Folder 13 Photographs: Possibles
Copies of photographs of people, news articles, transparencies that might be used in the Book, sent to Elizabeth Swayze at NE University Press.
Box 3 (continued)

Folder 14  
**Photographs: Requests for Photos**
Requests for photos to friends, company officials, lawyers and anyone else who might have been close to the EEOC case, 7/30/01-4/12/02.

Photos of those at Corporate Policy Seminars at AT&T, during meetings in 1978, Authority Chart for requesting permission, including identification of subject of photos, source, name of rights holder, date of request, and other pertinent information.

Folder 15  
**Photographs: Requests for Permission to Use**
Copies of photos of major players in EEOC v. AT&T, and copies of requests for permission to use them.

**Photographs: Permission requests for Photos in First Draft**
Permission requests and copies of photos of EEOC participants in the court case, as well as copies of photos obtained from the files of AT&T.

Permission requests to Chicago papers, photos for the cover of the Book, additional requests to magazines and AT&T.

Proposed final photos sent by Herr to Northeastern.

Box 4

Folder 1  
**Indexing Issues**  4/15/2002-10/7/2002
Correspondence requesting clarification of selected terms and events, including a proposed copy of the index.

Folder 2  
Comments from media on a prepublication draft, also from those with whom Herr had arranged previews, including James Armstrong.

Folder 3  
**Reviews and Comments of the Book**
Preview sent to Catherine 1/11/01, Ed Mahler 1/21/01, Catherine Cleary, 1/22/01.

Folder 4  
**Reviews and Comments of the Book**  2/9/2001-10/15/2001
Comments from colleagues and selected readers on prepublication draft.

Folders 5-14 contain files of notes and drafts for selected chapters of Book
Records included in this folder include early information leading up to the Petition for Intervention in 1970, including memos at AT&T referring to taking action to deny "charge;" the origin of the term "unique competency;" lists of charges against Southern Bell, Southwest Bell, and Pacific T&T; a letter from FCC to AT&T regarding EEOC's charges; culminating with articles from the New York Times and Washington Star reporting AT&T's request for higher telephone rates and the company's outrage upon hearing the charges of discrimination at the three subsidiaries.

Information to be used in Chapter 3 include an article from Working Woman, by Carol Kleiman, indicating which states have anti-discrimination laws protecting women; and a draft of a mission statement for a group of women in the Bell System who wanted to enhance the status of women as equals to men.

Notes for Chapter 6 include a letter from Lois Herr to Congresswoman Eleanor Holmes Norton, undated, to discuss the EEOC case. A draft of Chapter 6, "No Place To Hide" was attached to the letter. Additional documents regarding Chapter 6 include: draft of a letter about bigotry against African-Americans, experimental child care facilities at Bell, and an Urban Research Corporation Presentation on cooperating with feminist groups (6/2/72).

One document appears for Chapter 7: a statement reported from an interview with David Copus.

The file for inclusions in Chapter 8 include information about NOW's opinions about Michigan Bell's Affirmative Action Program; a letter from Robert Lilley, president of AT&T agreeing to meet with NOW; NOW's various activities in 1972; a letter from lawyers representing NAACP et al. regarding the shortcomings of the agreement on 9/19/1972 between the Federal GSA and AT&T, 9/29/1972; NOW's demand for $500 million in back pay (12/2/1972).
Explanation of the Women's Alliance at AT&T, 12/4/1972.

Events documented in Chapter 9 include a press release, dated 1/5/73, reporting a presentation of a bill to AT&T by Wilma Scott Heide for $4 billion as back pay for women at AT&T.

**Settlement details, reactions from NOW and AT&T**  1/18/1973-1/30/1973

“How Women Can Take Advantage of the AT&T Settlement.”


Post settlement documents, newspaper articles about women getting equal rights, and NOW’s Compliance Task Force

**Memorandum of Agreement, 4/11/1973**

Copy of a manuscript, “What Is a Feminist?” by Wilma Scott Heide.

Letter from Heide to Lilley, dated 1/30/74, requesting AT&T's help to support PBS programming to enhance awareness of NOW's mission and that of AT&T regarding equal employment opportunity.


“**Impact of the AT&T EEOC Consent Decree,** The Wharton School, University of Pennsylvania, 1979

Memo regarding a meeting of reps from women's groups at Bell Labs with F.E.Wetzel, EEOC rep on 4/27/1979.

Draft of Chapter 9 – Closing the Deal.

**Folder 8  Inclusions for Chapter 10**  3/12/1975-2/2/2001


“Perspective on Indian Hill Affirmative Action Meetings,” Bell Labs, 8/12/1977.

“AT&T Update: Effects of Affirmative Action,” by Sally Hacker, former NOW Coordinator for AT&T activities, 8/31/77.

Box 4, Folder 8 (continued)
Data on “Men and Women at Third Level and Above (excluding professionals) from Answerback, 4/20/1983.


Outline for a possible Chapter 11, 2/2/2001.

Folder 9  8/5/2002-10/3/2002
Page proofs, no date; and blurbs contributed by colleagues.

Folder 10
Portion of manuscript rewrite, no date.

Folder 11  2/21/2001
Manuscript through Chapter 5.

Folders 12, 13  7/2001
Completed manuscript – marked up.

Folder 14
“Marketing Guidelines For Authors,” Northeastern U. Press.


Subseries C. Reactions to the Book

Folder 15  2001-2002

Folder 16  8/4/01, 9/20/2002-1/31/2003
E-mails, book reviews, book signings, and speaking engagements.
Box 4 (continued)
E-mails, book reviews, book signings, and speaking engagements.

E-mails, book reviews, book signings, and speaking engagements.

Box 5

Subseries  D. Information about people mentioned in the Book (Folders 1-14) and those who played a part in the feminist movement, but not included in the Book (Folders  15-18)

Folder 1     A-Br
Folder 2     Bu-Co
Folder 3     Da-E
Folder 4     F-G
Folder 5     Ha-He
Folder 6     Herr-Hu
Folder 7     J-Ki
Folder 8     Ko
Folder 9     Le-Li
Folder 10    Lo-M
Folder 11    N-R
Folder 12    Sa
Folder 13    Sc-Sp
Folder 14    U-W
Folder 15    A-D
Folder 16    E-J
Folder 17    K-R
Folder 18    S-W

Box 6  Subseries D (continued) Composite Lists of the Players during “The Movement”

Folder 1     Attorneys General, 1961-2001; Solicitors General 1954-1981
AT&T Business Executives
Bell Actions
Biographical Sketches
Hewlett-Packard Business Executives, Carly Fiorina, Lewis Platt
Women In Business
Additional People in the Movement
Box 6 (continued)
Subseries E. Themes and Associations Relevant to Equal Rights for Women.
(Arranged alphabetically)

Folder 2 A-C
Affirmative Action; AT&T; American Women: Gateway to Library of Congress Resources; America’s Child Care Problem.
Beloit College: Profile of Incoming Class; Black Issues In Higher Education.
Calendar of Events for Women; Chicago Reporter Archives; Committee of 200; Conferences; Conversation Begins: Mother & Daughters Talk About Living Feminism; Corporate Women of AT&T.

Folder 3 D-H
Diversity;
Education; Engineers;
Family Life; Farrell, Warren;
Gender, Race & Class in American T-V sitcoms; Gender Studies; Golf for Women; Group Support.
History

Folder 4 I-V
Institute for Women’s Policy; the Internet.
Management; Market Maker Research Report; Market Maker Field Research.
National Conference of Women’s Organizations.
New York Telephone.
One Casualty of the Women’s Movement: Feminism.
Pay for Women; Primavera 2002: Women’s and Gender Studies Conference; Proposal for a Book.
Reunions.
Strategies for Raising Numbers of Women Scientists in Academe.
Telecommunications Book Reviews; Title IX: The Story of Title IX.
Unions (notes), UN Women Watch.
Veteran Feminists of America.

Folder 5 W
Wal-Mart; Where Have All the Women Gone? Women Power; Women’s Action Alliance; Women’s Academe and the Men Who Derail Them; Women In Corporate America; Women at CBS; Women’s Engineers Are Few; Women at Merrill Lynch; Women at Newsweek; Why Women Still Don’t Hit the Top; Women’s E-News; Women In Print; Women Take Strides Along Path to Power; Writing.
Box 6 (continued)
Subseries F. News Clippings


Subseries G. Reports, Policy, Magazine Articles, Guides  1969-2003

Folder 8

Folder 9
Bell Labs Annual Report, 1981.

Folder 10


Folder 11


Folder 12 Miscellaneous Reports  1969-1971


“Women’s Rights,” no date, unidentified author.

“Women’s Liberation,” no date unidentified author.

“Institutional Racism in America: A Primer,” no date.
Box 6, Folder 12 (continued)


“Profile of Business and Professional Women,” 1970

“Women in 1970.”


Folder 13 Miscellaneous Reports 1972-2002


“Health-Appearance-Personality General Health Course for Women of the Bell System.”


“ERA and Ethnic Minority Women,” Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex, 9/1980.


“Progress or No Room at the Top, the Role of Women in Telecommunications,” 2001.

Meeting notice and proxy statement for shareholders meeting of John Hancock, 4/2002.

Folder 14 Pamphlets To Reshape Policy 1972-1981


“One Thing about the Population Problem. You don’t have to get out of Bed to fight it,” Planned Parenthood, 12/1971.

“Together We Serve,” John deButts, AT&T, 10/1972.

“Stand Tall,” John deButts, AT&T, 9/1972.

“Is It In the Public Interest? Is It Really?” John deButts AT&T, 11/14/1972.


Box 7  Magazines Containing Feminist Issues

Folder 1  5/6/1969-8/15/1971

“Picturephone,” Bell Labs, May June, 1969.

“Restoring Rationality to a Tumultuous World,” Bell Telephone Magazine, July/August 1969.

“Woman” in art & literature, unidentified magazine, no date.


Folder 2  3/20/1972-11/15/1973

Box 7, Folder 2 (continued)


**Folder 3** 3/19/1974-2/1996


*Bell Telephone Magazine*, 1983 No.1.

*Bell Telephone Magazine*, 1983 No.2.


**Folder 4** 2002-2003
National Association for Female Executives 1997 Membership Directory.


“Let’s Talk about Sex,” Salary ranges by years in advancement; and by supervisory level, *CURRENTS*, July/August, 2002.


**Box 7, Folder 4 (continued)**

*Harrisburg Magazine*, May 2003.

Magazine citations on index cards, by Lois Herr.

**Guides to Institutions/Associations**

**Folder 5** 1968-1975

- A Selected Annotated Bibliography, Working Mothers, 1968.
- Women’s Heritage Calendar and Almanac, n.d.
- For Full and Permanent Equality...The Equal Rights Amendment, 1971.

**Folder 6** 1997-2003

- Working Papers and other publications, Wesley College Center for Research on Women, Fall 1990.
- Women’s Studies, Northeastern University Press, n.d.
- Hagley Museum and Library Research Collections, n.d.

**Series III: Print Information About Equal Rights**

**Subseries A. Lois Herr’s Personal Files** 1971-2004

**Folder 7** 1971-1973

- Personal Notes on Work and Feminism.

**Folder 8**

- Rolodex and index cards addresses.
Box 7 (continued)
Folder 9  Miscellaneous Personal Records  1971-2003
Announcement about a reception for Lois Herr on her transfer from Bell Labs to AT&T, 9/2/1971.

Article from the *New York Times*, 4/29/72, regarding the Metropolitan Opera’s salute to Rudolf Bing.

An invitation to the retirement reception for H.I. Romnes, Chairman of AT&T, 3/29/72.

Letterhead, 6/4/03.


Box 8  Subseries B: Print Materials about Minority Rights

Folder 1  1907-1936

Folder 2  1965-1969

Folder 3  1968

Folder 3A  1970

Folder 4  4/15-8/28/1971

Folder 5  9/1/1971-12/1971

Folder 6  1/1972-4/5/1972

Folder 7  4/72-12/72


Folder 9  5/8,23,30/1973-12/31/1973

Folder 10  1974

Folder 11  1975-1977

Folder 12  1979

Folder 13  1980-2004
Box 8 (continued)

SERIES IV: ARTIFACTS

Sample tin of coal, a Christmas gift to AT&T during the EEOC hearings.

Two rally buttons supporting the feminist movement.

Decals depicting the symbol for woman, and the caption “the right to be a PERSON.”

A plastic shopping bag with the caption “GUTSY WOMEN TRAVEL.”
SERIES V: AUDIO/VIDEO MATERIALS

The following have been transferred to the Pictorial Collections Department

**VHS Tapes**
- Blue Ridge Cable 11 Program, WGAL Segment. Lois Herr Worlds Apart, WGCB, 10/19/02, Herr.
- Worlds Apart, Lois Herr, Women, Power, and AT&T, 11/19/02
- EVERYWOMAN, Ann Scott, 25 minutes.

**Audio Tapes**
- Brown 1, Brown 2
- C, D CORE, CORE
- Economic Opportunity for Women, Urban Research Corporation
- Affirmative Action Programs
- Gloria Steinem, editor of Ms.
- Economic Opportunity for Women, Urban Research Corporation
- Affirmative Action Programs (continued.) 2/16/72.
- Aileen Hernandez 2 tapes.
- Kofke 1, Kofke 2
- Mahler, Edward.
- National Organization for Women, Lois Herr at LaGrange.
- NOW, I am Woman.
- NOW, Founders Talks, 1971 Conference.
- Oldaker, William
- Potter, Judy.
- Sape, George, 5/2000
- Satterfield, Lee
- Separations
- Sexual Politics In Industry, Parts 1, 2
- Speck, Randall
- Women’s Lib Tape.

- Convocation Address, Lois Herr Kerkeslager, 1962
- Growing up in the 60’s
- 60’s Music