not met. Withdrawal of federal funds from universities that do not comply with federal guidelines is another way in which universities are being pressured into fairer hiring practices.

"The whole social system contains academic elitism in favor of sex discrimination," Ms. Mandell said. "It is particularly difficult, for instance, for a woman to receive grants or to have her research published. Women are on very few of the committees that award grants, and so it makes it difficult for women to get them."

Janet Wedlock, president of the local chapter of National Organization for Women, told the caucus of the unconscious discrimination against women because of the mistaken belief that anatomy is destiny. "Because women bear children, they are expected to raise them. Children are the responsibility of both parents."

Ms. Wedlock thinks that child care centers should be available 24 hours a day, and on weekends. They should be provided not only by the state, but by employers, civic organizations, and political parties. "We should feel free to demand child care as our right so we can do anything we want to do," said Ms. Wedlock. "If children are as high a priority to our society as seems apparent by the emphasis on education, quality child care should be a priority, too."

Vickie Eslinger, a USC law student, spoke on women in politics. "We have traditionally been denied a voice in the political and social structure. Males are not responsive to female needs." Ms. Eslinger said just having women elected into office is not the only answer. "We don't need women who think like men, we need women who will respond to women's issues--for instance, medical services, and the war."