

notes from a symposium called

MAN AND CIVILIZATION: THE POTENTIAL OF WOMAN

presented by the University of California School of Medicine and the Department of Continuing Education in Medicine and Health Sciences, University of California San Francisco Medical Center

January 25, 26, and 27, 1963

John B. deC. M. Saunders, M.B., F.R.C.S. (Edin.), Provost, University of California, San Francisco Medical Center; Dean, School of Medicine; Professor of Anatomy and Chairman, Department of Medical History and Bibliography, San Francisco, California, gave the

Welcome:

There is an ever advancing chasm in knowledge today, due to specialism, which is - characteristic of the modern age,

- indispensable

- and at the same time subject to inevitable limitations.

We need to learn the difficult art of inter-disciplinary conversation.

...In spite of various earlier attempts, mankind has waited until the 20th century to recognize women as self-determining and independent individuals...

Scientific study of females can help the development of women...

THE EXPERIMENTAL STUDY OF THE FEMALE

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The Female Primate

Phyllis C. Jay, M.A.; Fellow, Center for Advanced Study in Behavioral Sciences, Stanford, California. (married) In 1958-60 had a Ford Grant for field research in North and Central India on ecology, and social behavior of Indian Langur monkeys.

Langurs are tree-living monkeys. With very few exceptions, the females are extremely social, live in stable social groups, with daily predictable schedule, yearly cycle, subordinate to all males in the group.

Primary activity is motherhood

- 70% of life spent in raising young
- 50% of adult life may be spent in pregnancy
- female is sexual initiator
- no menopause

(in contrast to human females who may live years after menopause, spend smaller percentage of lifetime in pregnancy and raising young, are usually sexually receptive rather than initiating)

Secondary activity is grooming.

Langur mothers allow other females in troop to handle infant immediately after birth. Baboons do not allow this for several weeks.

Infants raised spatially in center of troop learn more dominance behavior than those raised on periphery.

Infants raised in isolation do not develop into harmonious adults (cannot mate, etc.)

Mother is necessary but not sufficient. Age mates are also needed for development.

Biological Make-Up of Woman

Edmund . . Overstreet, M.D., Professor of Obstetrics and Gynecology
University of California School of Medicine, San Francisco.

The question is: how and how much do structural and functional biological differences produce behavioral differences?

At conception, female has 2X chromosomes

male has 1X and 1Y chromosome

Females have been found with 3X chromosomes, were originally called "superfeminine", but are usually mentally defective and sterile.

At birth, weight of girl babies averages 10 oz. less than that of boys.

Up to +7 years, boys and girls are the same, endocrinologically, and physiologically. Bodily strength is probably equal.

- Girls develop faster than boys physically and mentally
- At puberty girls are usually a year ahead.
- Gap narrows by +18 years.

How much of the difference is inherent biological difference and how much is imposed social custom? (Question never really answered.)
Example: haircuts produce an apparent structural difference between boys and girls.

At about 7 years girls begin to produce more estrogen. Average age 13½ in United States, menstruation begins. This brings big change in behavior. Monthly cycle of hormone variation...physical and nervous symptoms, highest suicide rate of women just before menstruation.

After puberty, girls' muscle strength is less than boys', fine muscle movement is greater. We do not know if this is physically or culturally determined. Girls have greater resistance to disease.

Behavior is affected socially because structurally a woman is subject to rape while a man is not - because she can have a baby and he cannot.

With gestation, every system is affected; i.e., nervous, nausea, awkward, weight increase, capacity for work decreases, increasingly dependent. Birth experience is both joy and trauma.

Climacteric, menopause, average age 50 in U. S.

Knowledge that possibility of reproduction has ceased, affects a woman psychologically.

Physiological upheaval

- frantic effort of pituitary gland to increase estrogen secretion,
- more activity of adrenal gland, increase of masculine characteristics, facial hair, loss of skin softness, loss of feminine contours,
- aggravation of neurotic tendencies,
- susceptibility to disease increases.

Is woman's post menopausal life a normal physiological phase? or a pathologic disease state?

25% have true estrogen deficiency.

in panel: We are not as far in studying the psychology as the biology of women.

There is too much emphasis on creativity. I prefer "fulfilment". The peak of "creativity" and productiveness is between 25-40, and this is the age of reproduction. Rather than seeking "creativity" or "fulfilment", we should seek: how can women combine motherhood with other means of fulfilment.

Creativity in men does not always spring from stimulation of women. (An answer to someone saying, "behind every great man stands a great woman, etc.")

Quoted Margaret Mead: Marriage is the public acknowledgment of responsibility for offspring.

Sex determination by choice (of human offspring) will probably not take place in our lifetime, but probably will in our children's lifetime.

Women's Intellect

Eleanor L. Maccoby, Ph.D., Associate Professor of Psychology, Stanford University, Stanford, California. UNESCO Conference member Child Research in Southeast Asia, Bangkok, 1960.

For the last 30-40 years there have been enough women in higher education to make some appraisal of their intellectual achievements possible.

A study was made of 400 Ph.D.'s from Radcliffe (a women's university in the U. S.)

- They had published less than men of a comparable group.
- The married had published as much as the single.

why "other means of fulfilment" are not achieved in motherhood?

The Stanford/Binet test (which was the standard in the U. S. for a long time in testing intelligence) showed few differences between boys and girls

- but in standardizing the test, the items which did show sex differences had been systematically discarded!

Data from other tests show:

Girls articulate more clearly, at an earlier age

- first word earlier
- sentences formed earlier
- count accurately earlier
- timetable of development is ahead

At entrance to school, girls learn to read more quickly

After 5 or 6 years

- girls and boys are alike
- girls still excel in language skills
- in arithmetical skills there is little difference

In high school, boys forge ahead in geometry, trigonometry, algebra, quantitative analysis. We lack definitive data to tell us why

- is abstraction more difficult for girls?
- or are they not interested in the fields to which high school mathematics lead?

Boys are better on spatial tests

- are better able to pick out a hidden figure in a drawing, to keep a rod perpendicular within a frame while the frame is tilted, to see the order in different unrelated sets of numbers (to abstract from the environment)
- better at analytic grouping

Girls are more global, perceiving all factors at once

- more "field dependent", cannot easily "break away from set" (pick out hidden figures in drawings, etc.)
- better at functional grouping

Girls depend on the whole picture, boys see the parts better.

Nevertheless, many women think analytically and many men do not.

Development of mode of thinking may be influenced by encouragement to independence or over protection.

- Tests show that when the mother is intrusive- child is better verbally
Leaves child alone - child is better mathematically

"Field dependent" -child has been very protected

"Field independent" -child has been allowed to explore

Biographies of women mathematicians show similarity in that all have had closer relations with their fathers than with their mothers.

Intellectual life of women cannot be studied by performances alone. "IQ" is not something constant.

Tests show it varies in same person with age, and with interpersonal relations.

Girls seem to be more aware of others, more conformist.
For development of a happy person, a counterbalance of aggressiveness, dominance, and non-conformism is needed.
This poses problems and difficult value judgements for educators - parents and teachers. Does our definition of "feminine" qualities need revision?

A woman is dependent during her childbearing years, but this is a small segment of her life today. Necessary to prepare her for whole of life and not just part of it.

in panel: Many studies have shown how much an infant needs mother care.
We have not yet studied sufficiently, what may be equally true: a female needs someone to "mother".

Fundamentals of Femininity

Developmental Differentiation of Femininity

John Money, Ph.D., Associate Professor of Medical Psychology and Pediatrics, The Johns Hopkins University, Baltimore, Md., (has spent last eleven years studying human hermaphrodites)

"Innate versus acquired" is an outdated concept. (What is "innate" in a woman, a person, what is "acquired"?)

Genetically we see: reaction with environment,
and seek: what are the norms of interaction?

Experimental sex reversals have been brought about in amphibians
- 25% of offspring are abnormal sexually.

Hermaphroditism - strange partial sex reversal in humans: outwardly female, inwardly male, sterile

Sex of rabbits has been changed in uterus - before 21st day of gestation.

In humans

106 male to 100 female births
 male death rate higher at all ages
 psycho-sexual illness more frequent in males

In ambiguous cases

those raised as boys - took on masculine gender role
 those raised as girls - took on feminine gender role
 Hormonal characteristics agreed with assigned sex.

What is innate genetically does not determine which sex, only that psycho-sexual differentiation can develop.

After 6 years of age (in humans) the gender role can seldom be re-assigned.

7 Environment is an essential, not the sole, constituent in determining sex.

Monkeys raised in cages alone: inept for sexual behavior
 inept for mother care

in panel: quoted "an anthropologist" as saying:

"Culture is a caricature of biological differences." (!)

career versus motherhood: excellence in any field demands devotion.
Motherhood cannot be equated with fatherhood.

Women in the Field of Art

Thomas Carr Howe, Director California Palace of the Legion of Honor, Lincoln Park, San Francisco. Decorated Chevalier Legion of Honor (France), order Orange-Nassau (Holland).

(This lecture was so boring that most of the audience in the television viewing room, including me, walked out. - Glad that speaker could not see us! The only thing he knew about women in the field of art was that they had collected objects d'art in their palaces since medieval times - "a kind of housekeeping activity"!)

in panel: There is evidence that today many practising artists are women.

The Woman in Man

Alan Watts, author, philosopher, Sausalito, California. Educated King's School, Canterbury, England. Lecturer and writer on comparative Philosophy and Religion, with special interests in Thought and Culture of the Far East and its relevance to modern problems. (Not 100% certain, but think he has been an Anglican clergyman, and is

now a Buddhist.)

- We make distinctions for purposes of discussion:

natural - artificial or cultural
innate - acquired
masculine - feminine

"Typically" refers to symbolism, not necessarily to males or females.

Two modes of sensitivity

floodlight - diffused, unconscious awareness, - female

spotlight - pinpoints, conscious attention, - male

In our hierarchy of values, the "spotlight" type is considered to be higher.

To the degree that a spotlight concentrates on one area, it ignores the rest.

The academic world values only

memorational intelligence

computational "

verbal "

And undervalues social intelligence

kinesthetic intelligence

A symbol becomes more important than what it represents

(...money...words)

Things are seen without their context

(...seed more valuable than soil...)

Human personality is considered as something inhabiting the body only, a center of consciousness facing an alien world

- rather than as inhabiting the world, in harmony with other consciousnesses

A male tends to become distrustful of all within him that is feminine, and identifies with exaggerated male characteristics.

- A man who is confident of his maleness can afford to be gracious, charming, "feminine".

Old tradition - Taoism: Man is completed by developing the feminine in him.

Suppleness and tenderness at birth - sign of life

Hardness and rigidity - sign of death

Soul is always "she" - anima

Soul is our generalized sensitivity

We need to make greater use of our hidden feminineness

- Orpheus calmed storms with music.

in panel: We confuse idea of masculinity and femininity with specific male and female organisms.

In our culture we are blocked in fulfilment by education always oriented toward future - next day, next exam, next grade, next job....

"You all know the words but you don't know the music." - Why has the divine and spiritual side been completely passed by? (in this Symposium)

Christianity is the history of resistance to the idea "The word was made flesh."

The Saturday morning session was opened by Dr. Farber (the organizer of the Symposium) saying: "We have received many phone calls from distinguished women in the area offering their services to lecture on this program...we are very sorry that we cannot accept all...." (!!! - exclamation points by M. L. T.)

The Roles of Woman

The Roles of Women: A Question of Values

Ethel M. Albert, Ph.D., Associate Professor of Speech, University of California, Berkeley, Calif. (has done anthropological field work in Burundi)

The traditional naive way of classifying people by easily distinguishable externals, gives no index to non-related characteristics -

race - and?
red hair - and?
sex - and?

The question is: what difference does the difference make?

biology - male or female
socio-cultural - men or women, role models

- Which is sexually more aggressive?

Africa, Red Indians: female
Modern Americans: male

- Which is better fitted for hard manual labor?

Africans, pioneer Americans: female

European upper class, modern Americans: male

- Which has greater emotional stability?

don't get same answer everywhere

- Which is more intelligent?

some more, some less

- Each individual has multiple characteristics

not always harmonious

not always compatible with role expectations

There are millions of females, but no such thing as "woman". If there were, some general statements would be true everywhere and at all times.

Idealization and romanticism, "ideal woman" type, have done much harm. The higher the pedestal, the greater the bump. We must distinguish between ideals which stimulate to achievement, and fictional wish-dreams.

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To be fully human is ideal enough for all, it provides sufficient potential for man and woman.

in panel: ...We do not speak of matriarchies" but of "matrilineal societies" in which own property, inheritance passes through the women.

These exist today in much of West Africa, and on many Indian reservations in the United States.

We need much more adequate data in order to know something about the potential of women - or men.

The Problems of Creative Women

Marya Mannes, author, New York City. Writes special feature articles, theatre criticism, radio and TV scripts. (Married)

I want to open a window in the suffocating room of present attitudes. We must recognize that there are creative women and non-aggressive men. Homosexuality and lesbianism are at the extreme range of the spectrum. Today, the housewife image is considered superior to that of the career woman. Security is the goal.

|| (This was brought up again and again by most of the professional women in the symposium, with varying degrees of resentment, as being an evidence of regression. - M.L.T.)

Is not unlimited procreation a greater danger than the bomb?
Having a large family has become an indulgence rather than a duty.
One cannot be independent without loneliness.

It might be a good thing to bring back the old Greek institution of Hetaera - highly educated women consorts.

A minority is in the vanguard of revolution.

|| There is a counter-revolution in America now - an orgy of domesticity; stay home and consume.

- We have to educate society to appreciate single women.
- Mass media should recognize that thousands of women have other potentials than motherhood.
- Women should be identified as human beings.

It takes courage to know what you are and to be what you are. We are neither to be feared nor pitied. We must accept the sniping of those who deplore us and the adulation of those who admire us.
(enthusiastic applause)

in panel: The reporting done in poorer newspapers with their sensationalism and distortions is a major public disservice.
(Two evening newspapers in San Francisco ran "scare" headlines on the Symposium: "Why Bright Women Fail - Report at UC", "The Modern Woman - Intellectual Horror Story", "Women: Confusion of Roles", and other nonsense!)

Someone else answered: The public is fed a lot of garbage, but we don't have to eat it.

|| If I could wish for one thing, it would be a period of total solitude during the day. There is a terrible deprivation for most women, who are never, never, alone.

(applause)

The Interpretation of Roles

Peter Koestenbaum, Ph.D., Associate Professor of Philosophy, San Jose State College, San Jose, Calif. Author of "Existentialism, Phenomenology, and the Method of Sciences: a New Dimension in the Theory of Man".

Existentialism has

- a method of inquiry
- a corresponding theory of man
- a new methodological approach
- new categories

It differentiates between

- precise data: simple, sensory, public, measurable
- fringe data: complex, introspective, private, non-measurable

Precise formulation of all fringe data is needed for theory of nature of man. This is what existentialism does.

Realization of the imminence of death gives vitality - after first anxiety

- death of another: I and rest of world remain
- death of myself: (presumably) extinction of observing ego, nothing remains, image of total nothingness

Person is totally free

creates decisions as God created world "ex nihilo"

Objectivity is an illusion.

We make not discoveries but decisions.

in panel: Free will is a fundamental experience. There are many strictures, but there are always alternatives.

"Man's project is God." - This expresses totality.
It is frustrated by man's finitude and inexorable death.

We need to get to the root of problem:

- What is the ultimate meaning of life?
- In this light, what is meant by fulfilment?

This symposium has left out religion, a significant gap.

We have given no reason for respecting the dignity of human beings

- replicas of God, in image of God
- this is necessary foundation

(applause)

The Consequences of Equality

The Implication of Rivalry

Barbara B. Gunderson, B.A., writer, lecturer, former U. S. Civil Service Commissioner, Washington, D. C., (married)

(superficial but charming treatment of subject. Weda says she was invited to decorate the TV screen, which she did quite well)

Rivalry is part of role of women.

Men and women are: alike in many things, contrasted in many things, needing each other.

Men can do a half job quickly.
 Women are intimidated by fear of not being wanted by men.
 There is also rivalry between women.
 We want a loving rivalry.

in panel: Women lose out on achievements that take long-term concentration - because they are always available.

The Impact of Education

Honorable Esther Peterson, Assistant Secretary of Labor, Washington, D. C. Was Union Legislative Representative 1945-61. An organizer, co-director, first International School for Working Women, conducted by International Confederation of Free Trade Unions, 1953. Adviser, United States Delegation, International Labor Office Conference, Geneva.

(Her) son at Harvard University says he is "against having women on the campus - tends to drive up the standards!"

We are talking about a great minority
 In 1960 - in U. S., of 51 million women 25 years and older,
 3 million had college degrees (6 out of 100)
 - of high school graduates, 41% of girls went on to college
 56% of boys

9 out of every 10 girls will have paid employment at some time during their lives.

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In U. S. now about 1/3 of the women - 24 million - are employed.

18-24 years old	-	45%	employed
24-35 " "	-	35%	"
35-45 " "	-	43%	"

Feel need to be useful

in 1959 - 1/2 of college graduates working
 2/5 of high school graduates working
 1/3 of grammar school graduates working

Whether a woman works outside the home or not should be her own and her family's decision - no moralizing.

More than 3 million - 33% - of married women now working.

Wife's earning power can help make it possible for husband to choose his career occupation freely.

Survey among college alumnae 15 years after graduation.
 Of 2/3 not working, 5 out of 6 wanted employment.

We should educate for flexibility and adjustment to change.
Women's life pattern is different from that of men.

We need a skill-bank: reserve of women for acute needs.
It is time for us to upgrade the home skills, recognize their economic value.

Need more government supported educational programs.

Among Negroes - is the girl chosen more frequently than the boy to go on to college? Not sure.

Women increasingly have multiple roles:
"home - work" - part-time other employment

Education is necessary

- to think and act beyond the job alone
- as a mainspring of economic life
- because it expands the intellect and imagination, brings self-fulfilment and awareness of being a help to others.

Two Cheers for Equality

Adrienne Koch, Ph.D., Professor of History, and Chairman, American Studies, University of California, Berkeley, California

"All men are created equal...." (preamble to American constitution)
Is "men" here used as a generic term? or does it refer to one sex only?

examples of women in American history fighting for equality:

Abigail Adams, wrote to husband (later a President of the U.S.)
before independence in 1776: "Please remember the ladies in the laws you will make".

Angeline and Sarah Grimpeys, early 1830's: "Intellect is not sexed." Spheres of men and women are arbitrarily set in different cultures.

"To reform is to take trouble and to make trouble."

book by Lynn White, Jr.: "Educating Our Daughters"
equality of differences

Visible tokens of discrimination against women today:

- not accepted for professorships
- not accepted for training for executive positions
- not accepted for scholarships and fellowships

Civil Service Commission now requires reason to be given when specifying "men wanted" for particular positions.

Radcliffe Report said "Women must demonstrate their superiority" - in other words be better than a man to get the same job.

Implications

1. It is an antiquated policy to exclude qualified girls from superior universities.
2. Academic women should be given maternity leaves of absence without losing their jobs.
3. We must guard against men's fear of unemployment.

in panel: In order for wives to have careers, husbands must be willing to have deprivations.

Marketing is so complicated now, women go shopping with a slide rule. Would prefer less co-educational schooling and more co-ed outside activities.

The Male Revolt

The Counterformist Trend

Mark Harris, Associate Professor of English, San Francisco State College, publishes articles in national magazines in U. S.

gave a sympathetic description of the life of Marilyn Monroe (movie star who, perhaps, committed suicide last September)

- exploited by others
- destroyed by an image of herself being forced upon her
- no one to help her break out and follow her own inner light

in panel: There is a different quality of life
at different intellectual levels
at different economic levels

Quality is more important than profit or loss. (In discussion with investment banker)

I don't agree with identifying success with directing symphonies, (in answer to someone who used this example)

We are trained to the wrong kind of dream - success, economically. Wrong kind of ambition.

Sex characteristics overlap. Must ask "which women"?

"The hand that rules the cradle wrecks the world." - quoted as a parody on : "The hand that rocks the cradle rules the world."

The Repository of Wealth

Albert E. Schwabacher, Jr., and investment banker, San Francisco,

Many think women are on the verge of taking over our economy. In medieval law, when there were no male heirs, the property went to the widow or daughter - who had to marry the custodian. (??not sure) Control was really exercised by feudal baron.

in U. S., in 1940 - $\frac{1}{2}$ million more women than men
1950 - 1 million more women than men
1960 - $2\frac{1}{2}$ million more women than men

In same period population has not quite doubled.

50% of personal property in U. S. is owned by women, somewhat smaller percentage of real estate.

Ownership does not mean control.

- Very often this property is under the management of men, for the protection of women
- Maybe 20% of women manage own property.

In my experience, there are three types of these:

1. Charming, with real understanding - rare.
2. Intelligent, alarmingly well-informed, shrewd, inflexible, ruthless
"Opinions are to women like a child or sweetheart". - Yeats also rare
3. Charming, discussion of investment a waste of time.
Approach stocks in a personal way. Sentimental vote of approval.
Want to buy stock because liked the product - candy
Want to sell stock because the clerk was rude.
- great majority like this.

Building up a good investment portfolio is a creative act. Creation demands sustained attention. (Good theological remark !) - M.L.T.
There is esthetic pleasure in investment management.
Investment management for others must be done conservatively.
Therefore, the high proportion of money in trust funds, government bonds, etc., acts as a brake on our economy. Capitalism needs risk capital.

Men and women have different approaches to human relations. A loss of the difference between men and women would be a real loss in the world.

The Direction of Feminine Evolution

Morton M. Hunt, A.B., author, free lance contributor to various magazines

"Evolution" implies onward and upward.
Began from end of Dark Ages, 10th Century

Woman had been the first domestic animal of man

Troubadours developed courtly love, goddesses

- Dante never spoke to Beatrice, but made her his guide to heaven.

Ideas filtered to middle classes and into marriage system, especially in Protestant lands

Steam - freed women from many productive labors.

More universal education

Development of medicine

Less and less for women to do

By 19th Century women began to fight for legal rights and opportunities for education.

Now, bewildering and contradictory views of women

- should woman remain passive sexually? or take lead role?

work or homemaking?

- equality or husband making decisions in home?

Modern woman thinks herself not as happy as she thinks she ought to be.

Are these pains of transition? or is feminine evolution against nature?

In study of comparative cultures, no natural law is to be observed in degree of subjugation of women.

"Virago" was originally a term of admiration in renaissance Italy.

(now a term of scorn in English)

Femininity is a whole cluster of roles played at any moment in history.

Biological role remains the same: motherhood, infant feeding

Social role varies - housewife, cook, nurse, can be done by others

- friend, counsellor, etc., not ruled out by biology

Modern woman is running into conflict not with her innate nature, but with the role expected by others - and by herself.

Many women vacillate all their lives as to what role they play - for fear of losing out on love and marriage.

Misadaptations:

- denying brain power, playing dumb, to win a man
- sacrificing marriage for career, claw and fang to get ahead

Middle class women feel less fulfilled than working class women.

Average woman in women's clubs gives less than one hour a week to club - community - work.

In modern context, women need to prepare for a complexity of roles

- a friend of husband, almost without precedent in history
- husband's lover and mistress
- collaborator in work in outside world

Not all at the same time.

Most women nowadays are not all-out driving types satisfied only with top positions.

In recent years, an increase of women in chemistry, accounting, auditing.

Divorce rate has been constant during last ten years.
People marry earlier, and more people marry, than a century ago, and remarry sooner after divorce.
Shows we are striving for marriage.

in panel: Men are changing in response to changing women. Most career women today are married - men are willing to have them. Attitudes of employers and universities have influence on transition.

Wherever country is becoming urban and industrialized, women are tending in this same direction. Statistics from Women's Bureau, and Children's Bureau.

There was a schizoid feeling about women in the Middle Ages - they were "divine" and witches.

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(What a nice sentence to end on! Actually the Symposium closed with panel discussions, but I have already put the remarks with their various authors.)