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Women in Forestry

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AN ALTERNATIVE TO VEXAR TUBING

By Deborah Black

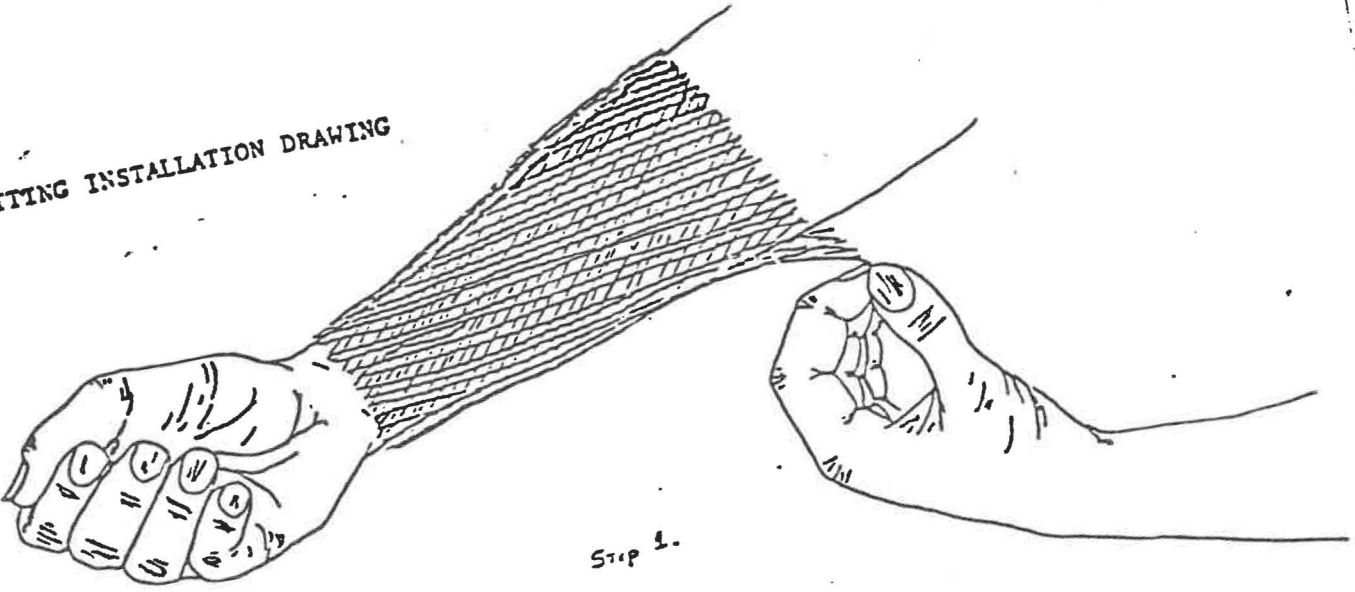
I recently made a trip to the Steamboat Ranger District to learn more about a new material that is being used to protect seedling from deer and elk damage. This material is not really new, but is now being put to a new use. Based on an employee suggestion, this district began using flexible netting, in place of rigid vexar tubing. This netting is often found in craft shops, being used for macrame and plant hangers. It is also used to package oranges, potatoes and onions and can be purchased in a variety of colors. Before making a trip to the field to observe results of this experiment, we met with district personnel to discuss some of the comparisons they have made with the netting and the more traditionally used rigid vexar tubing. Most impressive to me were the costs per treated tree and the storage space required. (See attached chart for comparisons) Ground inspection of seedlings treated with this material revealed that it is doing an adequate job of protection. As shown in attachment #2, the netting is installed with a "cuff" at the top which is unrolled the next year to protect the new leader growth. No stakes or supports are used with this material, making initial installation and maintenance much easier and quicker. The need to relocate the netted trees the next year make the brighter colors and white more favorable. The biggest disadvantage I saw at this time was the fact that this material does not biodegrade. The people who manufacture the netting have been approached on this subject and have reported that the netting could be made to biodegrade if there was a demand for it. Although this innovation is still new, and with many uncertainties, I feel it has alot

of potential and is an important alternative to explore. If you have any other questions or concerns, please contact me.

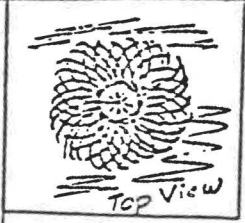
COMPARISONS:

	<u>Ridged Vexar Tubing</u>	<u>Flexible Vexar Netting</u>
Method Used on Areas Compared	3" x 24" Tubes Supported by single lath and two twist ties	12" of Netting Supported by terminal leader and lateral branches of treated seedling
Contract Acres Compared	200 Acres 7 Units	306 Acres 17 Units
Time	Spring 1978	Spring 1979
No./trees	150/acre	All planted trees
Total # treated trees	30,000	98,700
Total Contract cost	7,055.00	9,707.70
Total Cost materials	3,522.00*	838.95
Total Cost prep/adm	470.00	719.10
	*Contractor supplied lath and cost is included in contract price.	
Costs/Treated Trees:		
Contract Price	\$.2352	\$.0984
Materials	.1174	.0085
Prep/Admin	<u>.0157</u>	<u>.0073</u>
Total Cost/treated seedling	.3683	.1138
Storage Area Required for above project materials	2,500 Cubic feet	23 Cubic feet

FITTING INSTALLATION DRAWING



Step 1.



Step 2.



Step 3.

CHANGING ROLES WORKSHOP

By Deborah Black

The last week of November, I was lucky enough to be a participant at an exciting pilot workshop entitled "Changing Male and Female Roles in the Forest Service". Admittedly, I drove to the workshop with a bit of a positive bias. I was extremely pleased that attention was finally being given to this important issue that is affecting the jobs, attitudes, and feelings of every individual working for the Forest Service. Regardless of what types of biases different individuals carried to the session, there was almost unanimous opinion regarding the worth of the session as it ended. Most of the fifty participants felt that the workshop had helped them understand co-workers better, (especially those of opposite sex), find ways to deal with sexual harassment and sexism problems and become better interpersonal communicators. For some individuals, it proved to be the first time they had been forced to see or admit that a problem even exists. This type of realization is a big accomplishment because the acknowledgement and definition of a problem become the initial steps toward its solution.

The workshop was essentially broken into two facets. A portion of the day was spent with the large group where we watched films, listened to speakers and had discussions. The remainder of the day was split between two small groups, one of same sex members and one with mixed sex members. These groups had fourteen members including the two facilitators. In these groups little pre-designed format was followed. Although it took a short ice breaking period before discussions became really meaningful, I found these groups very enlightening, emotional and extremely beneficial in providing opportunities for questioning ourselves and others, information exchange and the release of frustrations. Topics included such things as sexual harassment, sexual attraction, discrimination, exclusion, dress expectations, crying, language, travel with co-workers, respect and acknowledgement for work, roles, support groups and informal networks and ladders. Some of the more surprising revelations are worth mentioning. Many of the men were amazed to find out that many gestures being made out of "politeness" towards women were actually making them feel resentful, excluded and unaccepted by their co-workers. These gestures included things like giving females the easier jobs, changing language or not telling stories or jokes because a woman was around, and always taking the driver position when travelling with a female, to name a few. After much discussion, it was decided that courteous gestures are appreciated if they are extended towards everyone, but actions targeted at only one sex really are discriminatory and should be eliminated if we are to feel comfortable and equal as co-workers. I was surprised, as were the other women in my group to find out that many men are petrified about working with women because they are afraid that the women might make sexual invitations or advances towards them. They did not know how they would handle themselves in these situations. One man even admitted that he will never leave his station with a woman unless accompanied by a third individual. Talking further about this subject, it was found that there had been no episodes within our group that supported such a fear. For me it seemed like a role reversal to have men worrying about being sexually pressured in a work situation. Generally, it seemed like more men were struggling with sexual attractions, problems and fears about co-workers than

were the women. Perhaps this is because most females in forestry are too busy working for credibility and acceptance in such a male dominated field.

As the week progressed, the emotional feelings, interactions and discussions were not confined to the eight hour daily sessions. We all ate meals together, and spent evenings together drinking, taking saunas and listening to music. It was at these times that we had some of our best discussions. The group was very friendly and enthusiastic and many of us became very close by the end of the session. I feel that I made some very special friends during that week.

When I returned from the session, I thought alot about how I benefitted from the experience. As far as tangible gains, I have received approval and am in the planning stage of starting a women's group on my district, I have become more involved with the Federal Women's Program and have an identified support group made up of men and women who attended from my forest. The other benefits are harder to define, but are centered somewhere between my heart and stomach! They have created many changes in my approach, attitudes and understanding of other people.

I was pleased to hear that three similar workshops have been planned in this region because of such favorable response to this pilot. Private industry and the State Department of Forestry are also exhibiting alot of interest. If you would like to attend such a session, contact your personnel office and let them know. I would be happy to share more information if you are interested. If you would like some other feedback about the session, Andrea Warner, Annie Jaramillo, and Janet Sachet also attended and I am sure they would be happy to share their feelings. I really feel that this type of workshop is of value to everyone and it can be an extremely useful tool for us to use in achieving equality, acceptance and more meaningful work experiences.

Talking about changing roles - Did you notice that the February, 1980 Journal of Forestry had a woman on the cover, perhaps for the first time?

LRD

CHANGING ROLES FOR MEN AND WOMEN IN THE FOREST SERVICE WORKSHOP

The last week of November I had the opportunity to participate in a workshop on the "Changing Roles of Men and Women in the Forest Service." It was an outstanding experience for all those involved.

For me, it was the first time for women and men to get together and honestly and openly share their concerns. The workshop was designed to maximize non-threatening self-evaluation and discussion of real or perceived problems and feelings.

I believe that the understanding that we all gained (both of self and others) will be invaluable. Quite a few participants came to the conference believing that there weren't any female/male problems and came away with increased awareness. Others with more awareness, but perhaps also bitterness and "militance" came away with much more understanding and tolerance of why people act in various ways.

This increased understanding will help many of us with daily conflicts on the job and at home. As with any of these gatherings, the support we received and contacts we made will be very important.

Just for your information, this was a pilot session which will only continue if there is enough justification. The participants were one-half women and one-half men with jobs in most series (clerical, technical, administrative, forester, ranger, staff) and three-quarters National Forest Systems (three forests) and one-quarter PNW Research participation.

I hope that this conference will get the support it deserves so that more of us will have the chance to participate.

Janet Ayer-Sachet
Research Forester, PNW

Selection Of District Rangers

The following information was compiled by the Willamette National Forest's Personnel office. Included are evaluation criteria commonly used in selecting individuals for District Ranger positions, as well as^a summary of some of the characteristics possessed by individuals that have been selected. These facts may be helpful for those individuals who are interested in obtaining Ranger positions. Special care may be taken in working up training plans and selecting job experience which will make you a more competitive candidate for these positions.

Evaluation Criteria Most Commonly Used:

1. Strong in managerial skills
2. Dual resource background
3. Experience in LMP or RMP
4. Ability to work with people both in and out of service
5. Ability to communicate orally and in writing
6. Experience in Civil Rights activities

Breadth of Experience by Position:

Candidates with TM experience only	8
Candidates with ORA experience only	5
Candidates with experience in both TM & ORA	14

Breadth of Experience by Location:

Experience Eastside only	4
Experience Westside only	7
Experience both Eastside and Westside	16
Experience in more than one region	11
Experience in more than two National Forests	18

Length of Government Service:

Candidate with least number of years	9
Candidate with most number of years	23
Average number of years of Government service	16½

Age of Candidate Selection:

Age of youngest candidate selected	33
Age of oldest candidate selected	51
1/3 of candidates selected were over	40
Average age of candidates selected	39

Job Openings

GS-460-11 Other Resources, Sullivan Lake RD, Colville N.F.; closing date: May 5, 1980; contact Kathy Johnson (509) 684-3711

Region 1, Forest Service, headquartered at Missoula, Montana is looking for candidates for GS-11 District Ranger positions. For further information, contact Civil Rights Unit in Missoula (406) 329-3455

Developmental Experiences and Training

The majority of women are still not involved in training and developmental experiences which are so critical to an individual's upward movement in an organization. These experiences, which provide visibility and contacts, include special work assignments, details, membership in ad hoc committees appointed to resolve problems facing an organization, membership in overhead fire teams, participation in "elite" managerial training, etc.

More often than not, the reason for our exclusion is that, managers who make selections, simply have not thought about including women. It just isn't in their thought process. Usually, once this exclusion is brought to their attention, most managers take action to include us. This state of affairs tends to place a degree of responsibility on us as women. If we are to be positively noticed in the organization and our skills recognized, we must take the initiative and seek to be included in developmental opportunities and experiences. Unfortunately, what I see more often than I'm comfortable with, is women pressing to go to "awareness" sessions, "sensitivity training," etc., but when it is critical to request to be appointed, for example, as a member of a review team, these same women seem to be lacking in assertiveness--perhaps because they don't realize how critical these experiences are to their career advancement.

We need to become aware of role stereotypes, myths, etc. But lets try to "get the most for our money." If we are career oriented--and I assume most of us receiving this newsletter are--each one of us must try to be "on the lookout for" and decide which experiences can make use of our skills and are going to have the greatest benefit on our careers--and go after those. And not spend time involved in training workshops and activities which may be good learning experiences--and fun--but in the end do not provide much positive visibility and contacts, and thus are not assisting in our career enhancement.

MARY VARGAS ALBERTSON

BOOK REVIEWS

The Managerial Woman by Margaret Hennig and Anne Jordin

"... this book looks at the life and career histories of twenty-five women who by 1970 had reached top management positions in business and industry." The authors began joint research in 1973 which resulted in this book dealing with: "women in management - their assumptions, perceptions and behavior; men in management and the organizational environment; and real and potential outcomes for both men and women in terms of career achievement."

By looking at the beliefs and perceptions of this group of women, the authors go about showing that competence as a manager (whether male or female) "requires understanding and skill at working in and with the informal system of relationships in which management jobs are embedded." The new information deals with how this group of women acquired the unique knowledge and skills which made it possible for them to succeed in the informal systems of middle management. The research shows that such skills were first acquired in early childhood, and reinforced or changed in adolescent or college years or during the first decade of a woman's career.

The authors realize "that many women currently in management jobs or anticipating management careers... cannot possibly have brought with them to adulthood the unique array of strengths which so clearly contributed to the career achievements of the twenty-five." In Chapter 11, steps are delineated and questions are asked which can help any woman learn from the lives of the research group.

The authors recognize that more women do hold management positions now than 10 years ago, but at the higher salary ranges women constitute only 2.3% of the work force (versus 97.7% for men). Even though "equal opportunity laws" exist, they cannot truly legislate equal access to opportunity. Plus, there is an increasing reaction to equal opportunity enforcement. The informal structure, which is critical to the implementation of equal opportunities, is populated with men whose career opportunities have been curtailed.

Although most corporate executives believe that a job should go to the best qualified person (regardless of gender), they do not understand that "corporate settings" favor men. The authors do not lay blame on these corporate leaders, but ask that affirmative action programs be designed to aid women in learning "both the objective knowledge and the behavioral skills which they need to be on equal footing with their male peers." Corporate managers must ensure that line personnel understand the positive "differences which women are bringing to the setting, and how they as managers can help women to develop." The authors include more specific examples of voluntary affirmative action and the consequences of an imposed program.

Book Review cont.

Although this book was written from corporation-oriented research, it applies to women in the Forest Service as well. If you want to find out more about yourself, the men and women you work with and what you can do to improve your chances for a career in management, read this book.

"There is a cluster of issues which women in management jobs do not recognize, interpret and act on in the same way as men... they are part of the culture, part of the system of relationships, part of the language... it would seem that women first and foremost need to learn them. Having learned them whether they want to act on them is a question of individual choice."

Reviewed by: Susan L. Odell

Forestry Research West

This is a monthly publication designed to keep land managers up on recent developments in forestry research at four western Experiment Stations of the Forest Service. It is a good resource tool and may contain helpful articles for sharpening your technical skills. If you are interested in subscribing, write to:

Forestry Research West
240 W. Prospect St.
Fort Collins, CO 80526

It's free!

MYTHS AND FACTS

("A myth is an ill-founded belief held uncritically, especially by an interested group" (Webster's New Collegiate Dictionary). This section is devoted to demythologizing widely held beliefs about women in our society by presenting a counter view based on recent research findings.)

The following page is from the new Forest Service Health & Safety Code Handbook. Note the statement about women traveling into grizzly country during their menstrual period!

safety tip



When in grizzly country:

- Be on the lookout for bears. Do not approach them too closely. Do not get between a sow and her cubs.
- Make noise while moving to avoid startling a bear.
- Avoid wearing or carrying bright colors. These apparently convince grizzlies you are carrying food.
- Select a campsite near good climbing trees. Pitch your tent at least 125 feet upwind from your cooking area and your food and garbage. Keep campsite clean. Keep pots and pans clean and free of food odors. Seal all food and garbage in plastic bags and suspend in trees by ropes at least 15 feet off ground.

Women should avoid traveling into grizzly country during their menstrual period.

If you encounter a grizzly:

- Don't panic.
- If the bear doesn't charge or menace you, speak to it in firm, even tones and back away slowly.
- Never run. Climb high into a tree if possible.
- If the bear charges, shout (don't scream) at it.
- If you are attacked, try to lie face down on the ground or curl up with hands clasped behind your neck. Play dead. Don't struggle or cry out.
- Don't attempt to fight, wrestle, or even physically restrain the bear.

Myths and Facts cont.

Andrea Warner and I decided to investigate the sources and truthfulness of that statement. Here's what we found so far:

1. The WO obtained the information from the National Park Service (NPS). Two publications in particular were used - Grizzly, Grizzly, Grizzly, Grizzly, jointly published in 1979 by the NPS and Forest Service, and a pamphlet distributed to visitors at Glacier National Park. Reference was also made to the book, Night of the Grizzlies.
2. A Michigan State University (MSU) veterinarian specializing in wildlife biology and medicine, stated that, as far as he knows, there are no data to substantiate the statement contained in the handbook.
3. A MSU graduate student conducting research on black bears in Michigan said there is no supporting evidence in the literature linking bear attacks with women's menstrual blood. When asked to describe incidents in which women were attacked by bears, he gave the following information (presented in summary form):
 - a. 1958 - 1959. Men were attacked by a sow with cubs. Men have also been involved in a number of other bear-related incidents.
 - b. Aug. 12, 1967. Two attacks occurred on the same day. Prior to the first incident, grizzlies had been feeding routinely on garbage from a chalet in Glacier National Park. (They were also fed by chalet employees to entertain the guests.) While on their way to feed, they exited the forest at a campground located approximately 250 yards from the chalet. A woman, who set up camp at that location, was attacked by a sow with two cubs on their way to the chalet for food. The woman was not only in the sow's 150 yard protection zone, but she was also keeping food in her sleeping bag, wearing cosmetics and perfume, and menstruating. Authorities said the sow attacking the woman was stressed and in pain because she was in or near some recent wildfires.

In the second incident, two couples set up camp but abandoned it the same day because a bear had invaded it while they were away. They moved to another spot where they were later attacked. The bear was known to have lost its fear of people, was a recognized nuisance with a history provocation, and was infested with trichinella. Moreover, a puppy (gourmet food to a bear) was in the sleeping bag with the woman who was attacked, food was at the campsite, and the woman was wearing cosmetics and deodorant. She was also menstruating.
 - c. 1976. A woman was killed by a sow with cubs, but interestingly, the campsite was clean - no food, cosmetics, deodorants, etc. and the woman was not menstruating. The bear, associated with four other maulings in the previous three years, apparently was attracted to nearby garbage that had not been collected for three weeks.

According to the grad student and a number of other sources, there were so many precipitating factors in these bear attacks (e.g. bear's physical and

Myths and Facts cont.

mental condition, food, cosmetics, deodorants, dogs, etc.) that one cannot conclude with any certainty that bears attacked the women because they were menstruating. The evidence is strictly circumstantial and highly questionable. In his view, the attacks were do to careless behavior by the people involved (including the Park Service) and to bears that had lost their fear of humans.

By the way, when trapping bears for his research, the grad student uses perfume to attract them.

4. An MSU natural science professor investigating physiological and biological similarities among and differences between women and men said she knows of no research verifying the handbook statement.

In addition to what we've already found, Andrea and I are collecting additional information by writing to one of the Craighead brothers, renowned for their research on grizzlies in Yellowstone, and to a researcher in Montana who just presented a paper at the 5th International Conference on Bear Biology and Management called, Effects of Human Menstruation on Polar Bears.

After we collect this information, it will be assembled and presented to the WO along with recommendations for a rewrite of the statement.

In the next newsletter we'll keep you posted on any new information we receive and include suggestions for a rewrite of the statement. Your input would be greatly appreciated. Send your suggestions, comments, and recommendations to:

Linda R. Donoghue
(for address/phone, see
Questions from Readers)

Andrea Warner
Pacific Northwest Forest & Range Exp. Sta.
809 NE. Sixth Ave.
P.O. Box 3141
Portland, Oregon 97232

FTS 429-2061
503-231-2061

QUESTIONS FROM READERS

(This section of the newsletter is designed to provide a forum for women to air problems or situations encountered on the job and to receive helpful feedback from other women in the network.)

Q: Our Forest is thinking of placing summer crews in "spike camps" (remote locations) this year, due to energy and mileage reductions. At this point, we are looking at all types of options, including: 1) employees supplying their own gear; 2) Forest Service supplying tents, or 3) Forest Service supplying trailers. Since some of the crews may have only two employees, some supervisors are wondering how to handle lodging for two individuals of the opposite sex. For example, if we have one camp trailer available and a man and woman have been selected for the crew:

- 1) What are our legal obligations?
- 2) What informal methods have been used in the past to solve a problem like this?
- 3) Some managers are concerned about how the general public would view such arrangements. Have any of your Forests dealt with this type of problem yet? If so, how did they follow through with a solution?

Please forward your responses and/or questions to:

Linda R. Donoghue
North Central Forest Experiment Station
Forest Service - U.S. Dept. of Agriculture
Stephen S. Nisbet Bldg.
1407 S. Harrison Road, Room 250
East Lansing, MI 48823

Phone: FTS 375-7740
517-355-7740

THE COLD, HARD TRUTH - WHEN YOU ARGUE, ARGUE WITH THE FACTS!

(This section provides general information on the status of women in the United States.)

Why Do Women Work?

"Women work for the same reasons men do--most importantly, to provide for the welfare of themselves, their families, or others. Over 40 percent of the women in the labor force in 1977 were never married, widowed, divorced, or separated. Most of the 9.5 million women workers who were never married were working to support themselves, and some had to support others as well. Nearly all of the 7.5 million women workers who were widowed, divorced, or separated from their husbands--particularly the women with children--were working for compelling economic reasons. In addition, the 4.6 million married women workers whose husbands had incomes below \$7,000 in 1976 almost certainly worked because of economic need. Finally, about 3.6 million women would be added if we take into account those women whose husbands had incomes between \$7,000 and \$10,000. 1/ In all, nearly two-thirds of the women in the labor force in 1977 very likely worked to support themselves and their families, or to supplement the low incomes of their husbands. Of course, all working women contribute to the well-being of themselves and their families."

1/ The Bureau of Labor Statistics estimate for a low standard of living for an urban family of four was \$10,020 in autumn 1976. This estimate is for a family consisting of an employed husband aged 38, a wife not employed outside the home, an 8-year-old girl, and a 13-year-old boy.

The information above is from the U.S. Dept. of Labor, Office of the Secretary, Women's Bureau, Washington, D.C. 20210.