**Biographical Note**

Frances Mae Kubitz Crater was born July 12, 1941. She graduated in 1963 from the College of William and Mary (A.B) with a major in Greek language and history. In 1974 she received a Master of Management degree from the Owen Graduate School of Management at Vanderbilt University. Throughout her school career she was an advocate for women’s rights, an avocation she carried into her adulthood with her participation in organizations that worked for equality.

From 1969 until 1974 she worked for NOW, a civil rights organization dedicated to bringing women into the mainstream of society. She founded the Nashville Chapter of NOW in 1971, published the monthly newsletter, served as public spokesperson, and held responsibilities for lobbying the State Legislature for ratification of the Equal Rights Amendment. These papers contain materials on NOW Nashville’s creation and document Crater’s important and dedicated longtime participation in the group.

Fran Crater’s professional life has included being a mental health administrator, Director of Disability Determination Services (DDS) for the state of Tennessee, and more recently a grant writing consultant and coordinator for Centerstone Community Mental Health Centers in Nashville. She is married and has two children.

**Scope and Content Note**

Most of these papers are records of Fran Crater’s work with the women’s movement in the first half of the 1970’s when the growth of the National Organization for Women (NOW) was countrywide, and when the work for the passage of the Equal Rights Amendment was a major movement throughout the United States. Fran Crater, along with her mother-in-law Flora Trimmer Crater, whose work is also represented in these papers, were important organizers in the women’s movement and in NOW and ERA. The papers measure 6.96 linear feet and comprise 5 series:

I. **Correspondence**
II. **Personal and Biographical** – information about Fran Crater and with information on the work and political career of her mother-in-law Flora Crater
III. **Writings** - student papers by Fran Crater and with articles and papers by others
IV. **Subject Files** - Abortion, Employment, ERA, NOW, and others. These files contain newspaper articles, correspondence, and general information
V. **Publications** –NOW Newsletters from Nashville and other chapters, and many other newsletters, newspapers, and government publications that came out of the Women’s movement.

In addition Box 16 is a small collection of memorabilia.
Container List

Box 1

Correspondence

1. Outgoing - Letters - March 17, 1973; February 24, 1974; March 17, 1974
2. Employment
3. ERA - 1970 - 1974
4. Legislators and Congressional leaders
5. Tennessee chapters - Oct. 6, 1971 - March 8, 1974
6. Tennessee NOW
9. Other correspondence

Personal and Biographical

10. Resumes of Fran Crater
11. “Don’t Make Mother a Scapegoat” letter to the Tennessean by Fran Crater and accompanying letter
12. Newspaper article “Graduate Student Picked NOW Leader” and Vanderbilt Calendar, Dec. 1974
13. E-mails re: Fran Crater and the Veterans of Feminist America
15. Political Career of Flora Crater (mother-in-law) - Newspaper articles from her campaign in 1973
19. Political Career of Flora Crater (mother-in-law) - “Crater for Lieutenant Governor of Virginia, brochures
20. Political Career of Flora Crater (mother-in-law) - Independent Candidate for Lieutenant Governor of Virginia
22. Political Career of Flora Crater (mother-in-law) - Sample ballot, General election, November 6, 1973, Flora Crater for Lieutenant Governor
Writings - Fran Crater

23. “Managerial Questions about Sex Discrimination in Employment” Nov. 20, 1973, papers for problems in Management III
26. “Sex Discrimination and Affirmative Action” April 16, 1974 (20 pages)

Writings by Others

27. Beach, Diana Lee, reprint of “What’s in a Name?” January 1973
28. Gillenwater, Anne (Chairperson TN Commission on Status of Women) “Discrimination of Women as Viewed by Tennessee Women’s Organizations” August 1975
29. Henley, Nancy “Facing Down the Man”
32. Markoff, Helene S. “Signposts of Success” reprinted from The Bureaucrat, Fall 1972
   “The Federal Women’s Program” reprinted from Public Administration Review, March/April 1972, Vol. xxxii, no.2 with other materials
34. Rossi, Alice S. “Job Discrimination and What Women Can Do About It”
35. Syfers, Judy “I Want a Wife”

Box 2

Subject Files - Abortion

1. Correspondence
2. Congressional Actions
3. Congressional Profiles – Votes
4. Groups supporting and against
5. Nashville Services and Actions
6. Newspaper Articles
7. Newspaper Articles
Subject Files - Employment

8. The Arts - “Nancy Hanks”; “Lights!Camera! Women!”; “Is Women’s Lib Coming to the Philharmonic?”
9. AT and T
10. Compliance and Enforcement
11. Education, Work, and Earnings of Women
12. EEOC - Bona Fide Occupational Qualification
13. EEOC in Tennessee at Vanderbilt University
15. EEOC - Letter outlining mission of EEOC, June 28, 1972
16. EEOC Complaint
17. EEOC Complaints, 1972; 1974
18. EEOC - Charge of discrimination and related papers
19. F.E.W. (Federally Employed Women) - Music City Chapter
20. General Mills
21. Labor Unions
23. The Salvation Army
25. Sex Segregated Help - Wanted Ads - Correspondence and other papers, 1971-1974
27. U.S. Dept. of Labor - Affirmative Action Programs
28. U.S. Dept. of Labor - Equal Pay Act
29. U.S. Dept. of Labor - Facts and Information - Facts about Women’s Absenteeism and Labor Turnover and other papers
31. Newspaper and Magazine articles about women working
32. Newspaper and Magazine articles about women working
33. Newspaper and Magazine articles about women working
34. Newspaper and Magazine articles about women working

Subject Files - ERA

Contents of Fran Crater’s Notebook, May 1974

36. Notebook, May 1974 - Rescission and Legal Authority Papers
**Box 3**

**Subject Files - ERA**

1. Notebook, May 1974 (Sections 1 - 7)
2. Notebook, May 1974 (Sections 8 - 16)
3. Notebook, May 1974 (Sections 17- 20)
8. Notebook, May 1974 - ERA - Pro
11. Notebook, May 1974 - Poster
13. Bayh, Senator Birch - Statement in Bayh Lines from Washington
14. The Church and ERA
17. Griffiths, Representative Martha - Statements and other papers
18. Koontz, Elizabeth Duncan - Statement in the U.S. Congressional Record, June 7, 1972; Sesler, William G. - Statement on ERA, October 24, 1970
19. Information Kit Index, Texts of ERA - a comparison
20. Information - ERA and the Draft; Joint Religious Statement on ERA; Resolutions in Congress since 1923; Questions; Source Material; Best Kept Secret of the 20th Century; the Double Standard in Insurance
21. Information papers
22. Information brochures
23. League of Women Voters of Virginia - ERA in Virginia, 1974 summary
24. Map of Ratifying States as of December 1973
25. Ratification by States

**Box 4**

**Subject files - ERA**

1. Rescission
2. Rescission 1973 - statement submitted to Tennessee Legislature
3. Resolutions
4. Support and Opposition
5. Tennessee Coalition, 1974
6. Tennessee Coalition
7. Tennessee Coalition
9. Tennessee - Petitions
10. Tennessee Alert Letter (to Governor Dunn)
11. Tennessee Alert Letter to Legislators
13. Votes by Congress

**Subject files - NOW**

14. Nashville - Agendas
15. Nashville - Board Meeting Minutes, 1976 Notebook
16. Nashville Chapter - implementing By-Laws
17. Nashville - Information brochure (multiple copies)
20. Nashville - Membership list
21. Nashville - Membership lists
22. Nashville - Membership lists - cards
23. Nashville - Membership lists - cards
24. Nashville - Membership and general information
25. Nashville - Membership and general information
26. Nashville - Membership and general information
27. Nashville - “The President’s Page”
28. Nashville - Statements and press releases

**Box 5**

**Subject files - NOW**

1. Addresses - Political and Congressional
2. Addresses - Membership rolls
3. Archives
4. By-laws and proposed by-laws changes
5. Chapters - Structure Plans
6. Film and slide shows
7. Financial information - budgets
8. Jaycees
9. Legal Defense and Education Fund
10. Legal Defense and Education Fund
11. Legal Defense and Education Fund “Equal Justice for Women” information brochure
12. Legislative Alert and other information
13. Legislative Office Report, November 1974 and related information
14. Legislative Office Reports, Washington, D.C.
15. Legislative Task Force for States
16. Litigation Policy
17. Membership Application
18. Political Action Research Congressional Profile Booklets
19. Public Relations Task Force and related papers
20. Revenue Sharing
22. Resolutions - National Convention September 1974
23. Southern Region - Addresses
24. Southern Regional Area Councils, 1972
25. Southern Regional (News, By-Laws, Guidelines, Resolutions, political resume of Judy Lightfoot, NOW Southern Regional Director)
26. Southern Regional NOW Conference Resolutions, October 20, 1974
27. Southern Regional Board Meeting – Nashville - January 1972 - Photographs from the Regional Meet, January 22, 1972 (dates but no identifications)
28. Southern Regional Board Meeting - Nashville - January 1972
29. Statement of Purpose
30. “Your NOW Dollar” December 5, 1970 Report
31. Information brochure “Accomplishments”
32. Information brochures
33. Information brochures
34. General information papers
35. General information papers - ideas
36. “Why Feminists Want Child Care”
37. Women’s Advocate Corps; Enforcement Report

Box 6

Subject Files - NOW

1. Resolutions - Individual and Chapter
3. Minutes from Board Meeting, Boston, Massachusetts, Aug. 3 - 4, 1974 and other papers
4. 7th National Conference - Houston, Texas, May 25 - 27, 1974 - Conference materials
5. 7th National Conference - Houston, Texas, May 25 - 27, 1974 - Conference materials
6. 7th National Conference - Houston, Texas, May 25 - 27, 1974 - Conference materials
7. 7th National Conference - Houston, Texas, May 25 - 27, 1974 - Conference materials
8. 7th National Conference - Houston, Texas, May 25 - 27, 1974 - Conference materials - proposed By-Laws changes; Report of Finance Vice-President
   Pre-Board Meeting
   Executive Committee Meeting
   Chronological Summary of NOW Board Decisions
11. National Board Minutes
    September 1971, Los Angeles, California
    February 1973, Washington, D.C.
    April 1973, Chicago, Illinois
    July 1973, San Francisco, California
    November 1973, St. Louis, Missouri
    February 1974, Washington, D.C.

12. Task Force Communications - January 1972 - October 1974
13. Miscellaneous Papers 1971 (Agendas, Meetings, Correspondence)
14. Miscellaneous Papers 1972 (Agendas, Meetings, Correspondence)
15. Miscellaneous Papers 1973 (Agendas, Meetings, Correspondence)
16. Miscellaneous Papers 1974 (Agendas, Meetings, Correspondence)
17. National Office - Letterhead Stationery

Other Subject Files

18. Addresses, Agencies, Women’s Issues
19. Addresses - State Legislators; 87th General Assembly of the State of Tennessee
20. Addresses - Toy Manufacturers
21. American Civil Liberties Union - Middle Tennessee
23. Bibliography - Women’s Resource Materials
24. Birthright of Nashville
26. Coordinating Committee on Legislative Concerns - 1971
27. Coordinating Committee on Legislative Concerns - 1973 - Newsletters, By-Laws, other materials
28. Credit Discrimination

Box 7

Other Subject Files

1. Day Care - Newspaper articles and other papers
2. Decide ‘74 - Local revenue sharing
3. Democratic State Convention, Tennessee, 1972
   by Martha Ragland, Feb. 20, 1971
5. Discrimination in Education
6. Equal Credit Opportunity Act (Senator William Brock of Tennessee)
7. Fair Housing Opportunity Act
8. Fundraising Materials
10. League of Women Voters
11. Legislation on the Status of Women compiled October 14, 1975 by
    Representative Sandra Clark
12. State Legislatures - Lobbying and Task Force
13. Lobbying Congress
14. Lobbying at the State and Local level - materials
15. Lobbying at the State and Local level - materials
16. Marriage, Divorce, and the Housewife
17. Marriage, Divorce, and Property
    Congressional Record, vol. 119, no. 57, April 11, 1973
19. Minimum Wage
20. Minority Women
21. Nashville - Davidson County Metropolitan Council
22. Nashville Women’s Center - Collection of Papers
23. Nashville Women’s Center - Newsletters and other papers
24. Planned Parenthood of Nashville
25. “Rap Groups - The Feminist Connection” by Letty Cottin Pogrebin
26. Rape - The Rape Prevention and Crisis Center of Nashville
27. Rape Cases
28. Republican Party

Box 8

Other Subject Files

1. Seminars and Symposia
2. Sexuality Questionnaire
3. Purpose of the Small Group in the Women’s Movement
4. Southern Women’s Conference on Delegate Selection 1972 (1)
5. Southern Women’s Conference on Delegate Selection 1972 (2)
6. Southern Women’s Conference on Delegate Selection 1972 (3)
7. Sports Discrimination - Newspaper Articles
8. Tennessee Commission on the Status of Women - Information materials
10. Tennessee Family Law Act, tentative draft, June 1973
12. Vanderbilt University - Symposium - “Choice and Change for Women” materials from the program, October 1973
13. Vanderbilt University - Seminars and Symposia
14. Volunteer Women’s Round Table - Agenda for Democratic Women - 1971
15. Volunteer Women’s Round Table - Agenda for Democratic Women - 1972
16. Volunteer Women’s Round Table - Agenda for Democratic Women - 1973
17. Volunteer Women’s Round Table - Agenda - 1974, 1975
18. Women in the Military in U.S. Congressional Record, Jan. 24, 1972, Vol. 118, no. 5; Draft and the ERA
19. “Women in Politics” by Elaine Shannon; Profile of Bonnie Cowan, Candidate for Supreme Court Judge; New York State NOW - “Plunging In: Women in Politics” September 1974
20. Women’s Rights - information brochures and catalog

Box 9

Subject Files - Other

1. Women’s Political Caucus – 1972 - collection of papers
2. Women’s Political Caucus - 1973 - Newsletters, meeting minutes, articles, statement of purpose and other papers
4. Women in Poverty and on Welfare
7. Women and Religion - “Pioneering Female Theologians”; “The Sisterhood for Personhood” a newsletter, summer/fall 1973
8. Women and Religion - Scarritt College Programs - “What Can a Woman Believe” April 6 -8, 1973

Subject files – People

10. Baker, Howard H., Jr. - Senator (R) from Tennessee - correspondence
11. Brock, William E., III - Senator (R) from Tennessee - correspondence and other papers (See also Box 7, folder 6 - Equal Credit Opportunity Act)
12. Card, Emily - Congress Committee
13. Crater, Flora - Statement on the War to North Virginia NOW, April 7, 1971; interview with Fran Crater, NOW member, Nashville, TN

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14. Duncan, John J. (R) Representative 2nd District - Ralph Nader Congress Project
Citizens Look at Congress
15. Evins, Joe L., (D) Representative 4th District - Ralph Nader Congress Project
Citizens Look at Congress
16. Fulton, Richard H. (D) Representative 5th District, Congress of the United States
17. Heide, Wilma Scott - President of NOW - “A Feminist Perspective on
Manipulation of Woman (woman includes man)” November 8, 1973 at a
symposium at the University of Wisconsin and other materials
18. Henry, Douglas (D) State Senator, Tennessee - correspondence
19. Hoffmann, Martin R., General Counsel - Statement before the Subcommittee #2,
U. S. Dept. of Defense, House Armed Services Committee, June 5, 1974
20. Horrobin, Dr. Jean Margaret - Testimony - “Genetic Counseling and the Pre-
Natal Diagnosis of Genetic Disorders” before the Senate Judiciary Sub-
committee on Constitutional Amendments, June 4, 1974
21. Lambert, Kendall - Questionnaire - Profile of a Liberated Woman
22. Middendorf, J. William II - Secretary of the Navy - Statement before
subcommittee #2 concerning Legislation on Women at the Service Academies,
June 12, 1974
23. Shanker, Albert - President of the American Federation of Teachers, AFL – CIO -
Statement for the Special Sub-committee on Education: Hiring Policies in Higher
Education, September 25, 1974
24. Shields, Katheryn - State Legislative Co-ordinator - Independence, Missouri

Publications

25. Children’s Nonsexist Coloring Book, copyright 1972 by Rainbow Institute
27. Citizen’s Advisory Council on the Status of Women
   The Equal Rights Amendment and Alimony and Child Support Laws, Jan. 1972
   Interpretation of the Equal Rights Amendment in Accordance with Legislative History
   Recognition of Economic Contribution of Homemakers and Protection of Children in Divorce Law and Practice
28. The Equal Rights Amendment: Hearings before the Subcommittee on
Constitutional Amendments of the Committee on the Judiciary United States Senate, 91st Congress . . ., May 5, 6, 7, 1970

Box 10

Publications

1. Free to Be You and Me (conceived by Marlo Thomas) 1974
4. *The Plastic Broom*
5. *The Politics of Housework*” by Pat Mainardi
6. Redstockings - *Feminist Revolution, 1975*
7. *Services in Affirmative Action and Equal Opportunity*
8. State of Tennessee - Health Facilities Commission Interim Guidelines
11. U.S. Civil Service Commission - “The Federal Woman’s Program a Point of View; Personal Qualifications Statement (Standard Form 171); Current Federal Examination Announcements, Jan.-Feb. 1974
14. U.S. Congressional Record, issues from 1974
18. U.S. Dept. of Labor - *Careers for Women in the 70’s, 1973*
19. *Women’s Heritage Calendar and Almanac, 1970*

**Box 11**

**Publications - Newsletters**

1. *CCLC Legislative Newsletter* - Feb. 1973 - May 1973; Nov. 1973 (Coordinating Committee on Legislative Concerns)
2. *CCLC Legislative Newsletter* - Jan.-May 1974, Vol. II, no. 4 - 13 (Coordinating Committee on Legislative Concerns)
3. *Do It Now* monthly newsletter of NOW, March, August, October 1971
5. *Do It Now* monthly newsletter of NOW, 1973 (all issues except Feb., June, and August)
8. *Here and Now* February and March 1974
13. *NOW Newsletter* Nashville Chapter - August - December 1972
14. *NOW Newsletter* Nashville Chapter - 1973
15. *NOW Newsletter* Nashville Chapter - 1974 - Jan., March, April, November, December

**Box 12**

**Publications - Newsletters**

1. *NOW Newsletter* Chattanooga Area Chapter - April 1973 - October 1973
2. *NOW Newsletter* Chattanooga Area Chapter - Feb., April, May, June, July 1974
3. *NOW Newsletter* Cleveland, Ohio Chapter - June/July 1972
5. *NOW Newsletter* Huntsville, Alabama Chapter - Jan. 1971
7. *NOW Newsletter* Knoxville, Tennessee Chapter - April, May, July, August 1974;
   Louisville NOW newsletter, September 4, 1974
8. *NOW Newsletter* Memphis Tennessee Chapter *Now in Memphis* - March, April, May, July, August 1971
9. *NOW Newsletter* Memphis, Tennessee Chapter *Now in Memphis* - March, April, May, June, August, September, October, November, December 1973
14. *NOW Newsletter* Central New Jersey Chapter - March, April, July, August 1971
15. *NOW Newsletter* Northern Virginia - June, September, October 1970
16. *NOW Newsletter* Northern Virginia - January, February, April, June 1971
17. *NOW Newsletter* Pittsburgh, Pennsylvania *Know News* - April 27, 1971

**Box 13**

**Publications – Newsletters**

1. *The Southern Poverty Law Center* - December 1974 with accompanying materials
17. *Women’s Studies Newsletter*, Fall 1973, no. 5; with press releases
20. *Yes, ERA!* The League of Women Voters, no.4, August 1974

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Box 14

Publications – Newspapers, journals, magazines

1. Civil Rights Digest, Spring 1974, Vol. 6, no. 3 “Sexism and Racism: Feminist Perspectives”
3. Life – March 17, 1972 “Dropout Wife”
4. Manhattan Tribune, May 2, 1970
5. The Militant, March 26, 1971
7. National NOW Times, April 1979, Vol. XII, no. 4
9. New Directions for Women in New Jersey, Fall 1972; Winter 1973
10. The New Revolutionary (a Journal for Change with Meaning) - “Introduction” and “Revolution and the Human Element”
12. New Woman - Nov. - Dec. 1975; August 1977
20. Tennessean - articles on women’s issues
21. Tennessean - articles on women’s issues
22. Tennessean - articles on women’s issues
23. Tennessean - articles on women’s issues
24. Tennessean - articles on women’s issues
25. Tennessean - articles on women’s issues
26. Tennessean - articles on women’s issues
Box 15

Publications – Newspapers, journals, and magazines

1. *Up from Under: By, for, and about Women*, Jan./Feb. 1971
5. *Vanderbilt Worker*
8. *Women’s Free Express*, April 1974, Vol.1, no. 2; subscription forms
9. Other newspapers – articles on women’s issues
10. Other newspapers – articles on women’s issues

Box 16

Memorabilia

*Buttons, key rings, and badges from the Women’s movement of the early 1970’s*