

the Young Women's Christian Association, and look over the rules and decide upon the value of them for herself.

MRS. W. A. HUBBARD, Iowa: I think that Dr. Brown omitted one point which she made before the Committee yesterday, in regard to dress reform, or in regard to sensible dress.

DR. BROWN: Occupations or amusements will teach the need of these reforms. For instance, should a group of girls form a walking club, the first thing that those girls are going to discover, is that in order to walk they really must be properly dressed; they must have shoes in which they can walk.

MRS. C. W. WOODS, Iowa: I would like to ask if this could not be best introduced through a new committee especially adapted to that particular line of work?

DR. BROWN: Through a new committee, which would be responsible to the Associations, for promoting the whole scheme. The committee should be under the supervision or a part of the Department of Hygiene and Physical Education. When I speak of the Physical Department I always feel as if I were speaking of the small wing of a large bird. I wish we might remember that this whole department is standing for big things; it is standing not only for the physical health, but the moral health of the womanhood of this country.

MRS. EMMA F. BYERS, Minneapolis: I want to indorse this suggestion. I think it is something that we are looking for in our city Associations. I think it will solve a great many problems for us and I want to especially emphasize the word "honor" that comes in there.

Recommendation XI was duly adopted.

Recommendation XII (Recommendation XIII in the printed list) provoked much discussion.

MRS. HUNNICUR, Evansville, Ind.: It seems to me that this recommendation is one of the most important recommendations submitted by the National Board. It takes up questions that are confronting workers in all lines of activity, and it seems to me that it should receive the hearty support of all those who are interested in the work of the Young Women's Christian Association.

MISS MILDRED RUTHERFORD, Georgia: Georgia must speak upon this question, Madam Chairman. I come from a section of the country that stands for State's rights, and here is a question that is going to mean much to us. From the South alone, that section that brought in nine hundred million dollars last year, through her cotton crop, all the mill girls employed in that part of the country will speak to you. If we advocate this measure those factories in that section of the country will be barred to the Young Women's Christian Association. Those mill owners will say to us, "No, you cannot dictate to us what we shall pay our wage earners; that is a question for the individual to settle." Now, realizing the importance of seeing that those wages are adequate to the work rendered, I shall be glad to enter into any educational line with reference to that point. I shall do all in my power, as Chairman of the Gulf States Committee, to ad-

vocate that the wages shall be adequate, and I shall do everything to express disapproval of conditions that keep back a woman from having the wage she deserves. But I want to sound now a danger note, that the work of our Young Women's Christian Associations will be greatly hampered in these mills and factories in our section, and I must go on record that it will interfere with our State's rights and our individual rights in the matter. (Applause.)

MISS MARIAN LUMLEY, Ohio: I want to speak as a business woman, who has been engaged in business for a long time, and I want to say that you have touched the deepest chord in my nature this morning, when you say that it is the right of a woman to have a living wage, which shall insure her the possibility of a virtuous livelihood. (Applause.) I want to say, as a woman who started with a small wage, and as a woman who now commands the highest wage, that I stand for this justice, in defiance of all opposition, and I am sure that I have the sympathy of many of our noblest business men. (Applause.)

MISS ANNA D. CASLER, North Carolina: Representing, also, a section of the South, and dealing with employers who are interested in the mill village and the industrial question, I feel that I would like to say a word, after what has been said by the Chairman of the Gulf States Committee. I fear that there will be a misunderstanding of the position of the men with whom we are concerned in the industrial questions of the South, if I do not add that word.

As I understand the recommendations which are before us, we are not advocating radical and extreme measures, but are expressing our sympathy with every movement and every effort that has to do with the advancement of the wages of young women until they shall be a living wage. I know that we are, in that matter, heartily seconded by those who are themselves employers, in the best industrial concerns with which we have dealings. I have, within a few weeks, talked with the president of one of the leading cotton mills in the South, who told me that unless we, who are connected with the industrial conditions, do stand for a constant improvement of those conditions, we will not be doing what we should do as the Young Women's Christian Association. And I know that such employers are themselves working along these lines, and that they are not only at present paying good wages in the best cotton mills, but they are working to bring other employers up to those standards. Therefore I believe that we shall not find opposition but co-operation if we adopt this recommendation.

MRS. WM. F. STOCUM, Colorado. Madam Chairman: We say here that we are going to seek to educate public opinion. It seems to me the wording of this whole recommendation shows the minds of the people who formed this recommendation. It seems so carefully worded. We are not rushing into hasty legislation, or asking any of our friends to do it. We are not asked to do anything more than to express what is in our hearts—the desire of abundant life for these girls. We are asking for a minimum wage, that their personal honor and virtue may be strengthened. I cannot but feel that this is a most guarded, Christian and worthy expression of what is in all our hearts. It does not mean hasty legislation, but the education of public opinion.

I have lately talked with a man who is chairman of a committee, which I

wish I could name, but I cannot. It is a national committee, composed, as I understand it, of the heads of the most important manufacturing interests in the country, and no one of us could voice more intensely than did he, the desire that the person who works should receive full justice. A large employer, he spoke what I think is the exact expression here, of the desire that we shall so educate public opinion that we may at least have a minimum wage. (Applause.)

Mrs. L. WILDER MESSER, Chicago: This recommendation is one that should appeal to the heart of every true woman here, who sympathizes with working girls. But the question comes to my mind, and it is to me, a very serious question, as to whether or not it is for our Young Women's Christian Associations to take up this matter of an adjustment of wages. I think that we, as women, should do everything that can be done to bring about the right condition of things, and it seems to me that we should be at present satisfied to do what we can do individually, or by identifying ourselves with other organizations which have that for their particular work. There is the Consumers' League, and all those other organizations that are working along that line. We are organized as a Young Women's Christian Association, which has a particular line of work, and aren't we having all that we can do to-day to organize our work, just as a Young Women's Christian Association?

I feel that anything that we may do that is likely to be misunderstood, that might take us into difficulties and disputes between employer and employee, might be a very serious matter. The Young Men's Christian Associations have studied this question very thoroughly. Five years ago this very matter came up in that Association. It started in a small way, and they felt that they should take up the matter. Somebody said, "But that is not what we were organized for; the other aims of our work should have predominance." But finally it went on and the National Committee of that Association called a meeting in New York, and after careful consideration it was decided that it would be unwise, and that they could not support this particular line of social service, but that they would encourage in every way other lines of social service.

Just that one thing I do think is a very serious matter for us to take into our line of work. I think that we should study this question most carefully and am sure that we want to show our sympathy with it, but that we should do that in a personal way and not as an organization.

Miss CLARA GREAVE, South Carolina: In view of what has been said of our cotton mills of the South, I feel that this recommendation refers very much more to the city work. I feel that those who know anything about our cotton mill girls of the South, know that they are getting a very good wage, that they are getting a living wage, and that in many cases their wage is equal, and occasionally in excess of the wage of the school teacher in the South.

Miss CONSTANCE MACCORKLE, Virginia: I think we are neglecting to note the emphasis as expressed in the recommendation—"that the Association shall seek to educate public opinion," and "that the Association shall declare its belief in the right of a woman over sixteen years of age, in good health, working a full day, to have a living wage." We are declaring our belief. We are not

proposing a matter of legislation; we are simply putting ourselves on the right side. It also says that the Association "hereby expresses its sympathy with the great purpose of securing the determination by law of a minimum living wage for women." That is surely our problem. "That the Association, while endeavoring to improve the industrial condition of the working girl shall point steadfastly to a higher standard of faithful service." That is our business.

In every direction and in our Travelers' Aid work we are constantly having to protect girls and save girls that have fallen, because of the low wages, upon which it was not possible for them to live. I think this is the most vital recommendation that we have before us to-day. (Applause.)

MISS BLANCHE GEARY, New York: I want to say that if I were to diagnose the pulse of this meeting of women who are so closely in touch with the industrial girl, it seems to me that it would be impossible for me not to realize a high pulsation. You and I, at all events, are one, in this. We are glad and proud of the privilege of offering, through these recommendations, the hand of fellowship to the girls whose minds and bodies are starved because of the lack of a living wage. (Applause.)

I do wish that we might all realize that we are not attempting to lay down the law as to what shall or shall not be done. We are heartily in accord with Mrs. Messer's feeling, that it is for us individually, to put forth our views on this subject, and to realize that we are units in the body of Christian public opinion. My friends, I do not believe there is any force in the land that will, in the long run, touch the question of a living wage, as will the Christian public opinion of the country. And surely, the Young Women's Christian Association should be in the vanguard of all new thought on the part of Christian public opinion. (Applause.) We are not starting out on something that is new, or on a new line of thought here. The Minimum Living Wage Board is in existence in New Zealand, for women as well as for men. It is also in existence in England. Is it not right, and are we not justified in looking forward to the establishment of some such board in the United States? A board which will have the consideration of the rights of employers as well as those of employees? But the means to the end we are not attempting to set forth. We are, however, attempting to set ourselves in line with those who declare that an end to the present situation is needed.

MISS FLORENCE SIMMS, New York: I wish to say that the nature of the investigation which has just been made in Chicago concerning the condition of the working girl, points out the close relationship between the wage that is below a living wage, and the white slave traffic. I think that we, as a body of Christian women, knowing this fact, should not vote against this recommendation, and still pray that prayer which we are taught to utter, "Thy will be done on earth." We have no right to pray that unless we shall, at the same time, take that step which will put us on the side of justice and fair play.

If, by taking such a stand, we are excluded from some factory, we do not care to go there. What we want to do is to be a factor in the social life of the girls, which influences and makes the individual. We want to be a force in their

social life, and to do that we must take a stand for the thing which will make for justice and right; we must be a force to shape public opinion, which shall, in the end, give us justice and right.

MISS ELIZABETH WILSON, New York: May I speak in regard to the analogy between the Young Men's Christian Association and the Young Women's Christian Association? This resolution is introduced on the ground that the utterly inadequate wages paid to young women, not only hampered their development in the Christian life, but the white slave traffic is closely connected with the idea of the living wage. I believe that is our unique position. We are speaking of girls and young women. I have never heard the low wages paid to young men made an excuse for their immorality. (Applause.) The approach of the Young Women's Christian Association to the young women in industrial life, is, so far as my observation and experience go, slightly different from that of the Young Men's Christian Association.

We shall shortly take action upon Recommendation XIII, which speaks of doing work in industrial centers, outside of the factories, under the direct control of the Association. I know that in most of the institutions that we are now visiting, we are co-operating with the employers; but if any of the employers wish to shut the door against the Young Women's Christian Association, we may consider the fact that the young women employees do not reside in those factories, the law does not allow them to be on the premises all of the twenty-four hours of the day, and we still have a means of approach to the young women who live in that community and have social and church relations in the community, though we may not have an opportunity to approach them in the place where they are working.

MRS. W. P. HARFORD, Omaha: I wanted section "d" brought out, Madam Chairman.

THE CHAIRMAN: Owing to the lateness of the hour I must ask that the discussion on this recommendation be closed at this time.

DR. CHARLOTTE J. BAKER, San Diego, Cal.: I move that the time be extended five minutes, for the further discussion of the recommendation.—Carried.

MRS. L. C. BARNES, New York: I wish to say one word in behalf of the very large body of young women whose interests we are considering. It seems to me that they have a right to representation, however indirectly, while we are discussing this question.

A little more than a year ago nearly thirteen thousand wage earning young women, in a single occupation, were trying to secure for themselves a living wage and right conditions under which to work, in New York City. I came in contact with many of them, day by day, closely enough to know their attitude. I went among them to try to secure their interest in the Young Women's Christian Association, during that time of their idleness. I want just this word to be appreciated by every one before she votes: Not one of those young women could be persuaded that the Young Women's Christian Association cared whether she lived or died in the streets, and our offer of spiritual help to them was treated with scorn, with the assertion that we did not care whether or not they

were driven to the depths by the lack of a living wage. They claimed that we were dealing with disembodied spirits, and that we were in existence for spiritual help alone.

MRS. W. P. HARFORD, Omaha: I want to state that I am in entire sympathy with everything that has been said here, but I want to call attention to section "d," which I am afraid will be overlooked. While we are endeavoring to improve these industrial conditions of the working girls, we shall point steadfastly to a higher standard of faithful service, that will be commended by every employer, and achieve for the worker justice and consideration from the employer. (Applause.)

DR. CHARLOTE J. BAKER, California: I just want to point out the fact that there is a stumbling block in the path of Mrs. Messer. It doesn't do any good to pass resolutions and recommend a thing that we wish to have done, or call attention to evil things that we want to have remedied, if we go no further. The only way to remedy them is by legislation, and that is the reason this committee put this into the recommendation.

MISS ERNESTINE L. FRIEDMAN, New York: I would like to say, in behalf of the many managers whom I have interviewed this fall, and with whom I have talked on this subject, that they would give to us the respect which they have never before given to the Young Women's Christian Association, if we took this stand. Many of them want to bring about the right conditions, but they cannot, of themselves, do anything, on account of the conditions in other states. But if national associations like ours, take a stand and bring about the right public opinion, all of them will have to come up to the standard, and they will be glad to do so.

MISS ELIZABETH A. SWEETS, St. Louis: I think that eventually it will come to legislation, but there is a step that has to be taken before that can be brought about, and in the South there is a peculiar condition. We all know that in the South there is one thing that is held sacred, and that is, woman's chastity, and if this Association, as an organization, stands as against the white slave traffic, and that fact can be pointed out to these men, I think that we will be preparing the ground for future work. (Applause.)

The Chairman put the question, the motion prevailed, and Recommendation XII (Recommendation XIII in the "Blue Book") was declared adopted, as was, in turn Recommendation XIII, after which the business session of the Convention adjourned until Monday morning.

After the singing of Hymn No. 209, "We May Not Climb the Heavenly Steeps," the Rev. Prof. John Henry Strong led the devotional service.

PROFESSOR STRONG: There are two things which are necessary, if we are to live stable and efficient Christian lives. We must first fully believe that God is master of circumstance. We must, secondly, believe that Jesus Christ has actually given himself to us to be the center and the principle of our life. If