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December 23, 1974

MEMORANDUM FOR:

PAT LINDH

FROM:

DR. TED MERRS

Pat:

This interested me. What is the legal situation? Would you like to pick this up?

Attachment



February 7, 1975

*Womens
Groups*

MEMORANDUM FOR:

PAT LINDH

FROM:

PHILIP W. BUCHEN

By your memorandum of December 30, you raised the issue of the Federal Government's tax exemption for the V.F.W. which is an organization that limits its membership to males.

The Constitution does not prohibit acts of private discrimination. It does prohibit significant state (or Federal) action which supports private discrimination.

I have concluded that the Federal tax exemption is not a constitutionally prohibited (nor otherwise unlawful) act by the Federal Government in support of private discrimination.

The V.F.W. was chartered by the Congress in 1936. Its membership then adopted By-laws which limited membership to males. In a recent case the U.S. District Court for the District of Columbia found the language of the By-laws discriminatory. However, the Court noted this was private discrimination not prohibited by the Constitution. Stearns v. Veterans of Foreign Wars, 353 F. Supp. 473 (1973).

Stearns (the plaintiff) also argued that the Federal charter was significant state action in support of private discrimination and was constitutionally prohibited. Again the Court disagreed citing Moose Lodge No. 107 v. Iris, 407 U.S. 163, 92 S. Ct. 1965, 32 L. Ed. 2d 627 (1972). In that case the United States Supreme Court held that a state liquor license was not significant state action supporting the racial discrimination policy of a private club.

In light of the above discussion, I recommend no further action.

Thank you for your inquiry.

JF:pk for PWB



February 7, 1975

MEMORANDUM FOR:

PHILIP W. BUCHEN

FROM:

JAY T. FRENCH

SUBJECT:

ATTACHED CORRESPONDENCE
ALLEGING SEX DISCRIMINATION
BY THE V.F.W.

Mrs. Strain has written Theodore Marrs asking him to explain why an organization which discriminates against female members (the V.F.W.) is supported by the Federal Government with a tax exemption. This matter was referred to you for comment by Pat Lindh who received this matter as a referral from Theodore Marrs. At your request I have researched the issues raised by Mrs. Strain.

The Constitution does not prohibit acts of private discrimination. It does prohibit significant state (or Federal) action which supports private discrimination.

I have concluded that the practice of sex discrimination by the V.F.W. is a form of private discrimination and is not prohibited by the Constitution. Also, I have concluded that the Federal tax exemption is not a constitutionally prohibited act by the Federal Government in support of private discrimination.

The V.F.W. was chartered by the Congress in 1936. Its membership then adopted By-laws which limited membership to males. In a recent case the U.S. District Court for the District of Columbia found the language of the By-laws discriminatory. However, the Court noted this was private discrimination not prohibited by the Constitution. Stearns v. Veterans of Foreign Wars, 353 F. Supp. 473 (1973).

Stearns also argued that the Federal charter was significant state action in support of private discrimination and was constitutionally prohibited. Again, the Court disagreed citing Moose Lodge No. 107 v. Irvis, 407 U.S. 163, 92 S. Ct. 1965, 32 L. Ed. 2d 627 (1972). In that case the United States Supreme Court held that a state liquor license was not significant state action supporting the racial discrimination policy of a private club.

In light of the above discussion, I have prepared the attached memorandum for your signature.



195-8
12/30

THE WHITE HOUSE

WASHINGTON

December 30, 1974

MEMORANDUM FOR: PHILIP BUCHEN

FROM: PAT LINDH *OL*

SUBJECT: VFW MEMBERSHIP

Ted Marrs sent this to me and we checked out the fact that VFW is tax exempt. Is there a legal position on whether they can prevent veterans from attending their meetings?

We would appreciate your looking into this, if you think it is feasible and let us know how it should be followed through.



THE WHITE HOUSE
WASHINGTON

Womens Group

February 7, 1975

Dear Gilly:

It was a pleasure to receive your note and to review in detail your many activities and achievements. It is truly gratifying for me to have known you since the early days when you and Tory were such good friends, and I have always been one of your fond admirers.

I have passed on your resume to Mrs. Lindh in hopes that there will still be time for her fully to consider your qualifications to be appointed to the National Commission on the Observance of International Women's Year.

If it turns out that this honor cannot come to you on this occasion, I am confident you will have many others coming to you in the future.

My very warmest regards to you and Ted.

Sincerely,

Philip W. Buchen

Philip W. Buchen
Counsel to the President

Mrs. Theodore C. Sorenson
25 Central Park West
New York, New York 10023



/

THE WHITE HOUSE
WASHINGTON

February 6, 1975

MEMORANDUM FOR: PAT LINDH
FROM: PHILIP BUCHEN *P.W.B.*
SUBJECT: National Commission on the
Observance of Internal Women's Year

Attached is a letter from Gillian Martin Sorensen to me along with a copy of her resume. I know Mrs. Sorensen very well and have the highest respect for her. It is quite possible that she has not yet reached the point of achievement where she should be appointed to a Commission of this sort. I am therefore leaving her request to be dealt with entirely at your discretion.

Attachment



MRS. THEODORE C. SORENSEN
25 CENTRAL PARK WEST
NEW YORK, NEW YORK 10023

Honorable Philip Buchen
Counsel to the President
The White House
Washington D.C.

January 23, 1975

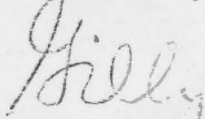
Dear Mr. Buchen:

If the matter has not already been closed, and if you think it appropriate, I wondered if you would be kind enough to pass on the attached resume to Mrs. Patricia Lindh for consideration on appointment to the national commission to promote and coordinate United States participation in International Women's Year. I believe my varied background could be of interest, and that I could make a valuable contribution to the effort. I'm most enthusiastic about such a possibility.

Ted and I enjoyed seeing you and Mrs. Buchen (and Tory, too) at my parents' party in October, and he joins me in sending warm regards.

Many thanks.

Cordially,



Gillian Martin Sorensen



February 17, 1975

Dear Gilly:

The appointments to the National Commission on Observance of International Women's Year have been made, I am now told.

However, if there is any attrition, your name is before the Executive Director for future consideration.

Warmest regards.

Sincerely yours,

Philip W. Buchen
Counsel to the President

Mrs. Theodore C. Sorenson
25 Central Park West
New York, New York 10023

PWBuchen:ed



MEMORANDUM

Womens

THE WHITE HOUSE
WASHINGTON

February 11, 1975

MEMORANDUM FOR: PHILIP BUCHEN
FROM: PAT LINDH *DL*
SUBJECT: National Commission on the Observance of
International Women's Year

We have sent the resume of Mrs. Sorensen on to the Executive Director of International Women's Year. The Commission has already been formulated, but in the event of attrition, Mrs. Sorensen could well be considered.



Office of the White House Press Secretary

THE WHITE HOUSE

The President today announced his intention to nominate seventeen persons to be members of the Advisory Council on Women's Educational Programs for terms indicated. They are:

For terms of one year

Benjamin DeMott, of Amherst, Massachusetts, Professor Department of English, Amherst College, Amherst, Massachusetts

Marsha Jean Darling, of Durham, North Carolina, Researcher and Interviewer for the Institute of Policy Sciences and Public Affairs, Duke University, Durham, North Carolina.

Jon W. Fuller, of Ann Arbor, Michigan, President, Great Lakes Colleges Association, Ann Arbor, Michigan.

Margaret B. Harty, of Denton, Texas, Vice President of the Institute of Health Sciences, Texas Woman's University, Denton, Texas.

Holly Knox, of the District of Columbia, Director, Project on Equal Education Rights of the National Organization for Women's Legal Defense for Education Fund, Washington, D.C.

Irene E. Portillo, of Los Angeles, California, Consultant and Coordinator, Vocational and Cooperative Education, Rio Mondo Community College, Whittier, California.

For terms of two years

M. Anne Campbell, of Lincoln, Nebraska, Commissioner of Education, Lincoln, Nebraska.

Joanne M. Carlson, of Eugene, Oregon, Director, Office of Federal Relations, University of Oregon; and Assistant Dean for Program Development, Graduate School, University of Oregon, Eugene, Oregon.

Dr. Bernice Sandler, of Silver Spring, Maryland, Executive Associate with Association of American Colleges where she is Director of the Project on the Status for Education of Women, Washington, D.C.

Gerald E. Weaver, of Columbus, Mississippi, Director of Public Information, Mississippi University for Women, Columbus, Mississippi.

Sister M. Joyce Rowland, of Winona, Minnesota, President College of Saint Teresa, Winona, Minnesota.

(MORE)



For terms of three years

Mary L. Allen, of Valley Center, Kansas, Senior, Kansas State University, Manhattan, Kansas.

Ernest L. Boyer, of Albany, New York, Chancellor, State University of New York, Albany, New York.

Katherine K. Burgum, of Arthur, North Dakota, Dean, College of Home Economics, North Dakota State University, Fargo, North Dakota.

Theresa Aragon de Shepro, of Seattle, Washington, Vice Provost for Special Programs and Director, Division of Urban and Regional Affairs, and Assistant Professor, Political Science Department, University of Washington, Seattle, Washington.

Mary Beth Peters, of Pittsburgh, Pennsylvania, Visiting Associate Professor of Management, and Director of the Program in Administration and Management, Chatham College, Pittsburgh, Pennsylvania.

Agnes M. Dill, of Isleta, New Mexico, National President, North American Indian Women's Association, Isleta, New Mexico.

The Council was established in the Office of Education, Department of Health, Education and Welfare by the Education Amendments of 1974 (Public Law 93-380 of August 21, 1974) and consists of the seventeen members appointed by the President, named above, together with the Chairman of the Civil Rights Commission, the Director of the Women's Bureau of the Department of Labor and the Director of the Women's Action Program of the Department of Health, Education and Welfare.

The Council shall elect its own Chairman.

The Council shall advise the Commissioner of Education with respect to general policy matters relating to the administration of women's educational equity; advise and make recommendations to the Assistant Secretary for Education concerning the improvement of educational equity for women; make recommendations to the Commissioner with respect to the allocation of any funds, including criteria developed to insure an appropriate geographical distribution of approved programs and projects throughout the Nation; and develop criteria for the establishment of program priorities.

#

Women

Thursday 3/13/75

Meeting
3/25/75
3:20 p.m.

3:25 Will you plan to attend the meeting
on March 25th -- with the top women Presidential
appointees?



MEMORANDUM

THE WHITE HOUSE
WASHINGTON

March 12, 1975

TO: PHIL BUCHEN

FROM: BILL BAROODY, JR. (B)

SUBJECT: MARCH 25TH MEETING OF WOMEN
PRESIDENTIAL APPOINTEES

On March 25th our Office of Women's Programs has scheduled a meeting of our top women Presidential appointees. This meeting will serve as a pilot for future meetings of all Presidential appointees.

From several discussions of our staff members with Presidential appointees, we find it desirable to acquaint these people with the organization and operation of the White House and key individuals on the President's staff. This will enhance the direct line of communication between the White House and these Presidential spokesmen. It will also encourage the spirit of cooperation the President is seeking to achieve between the White House and his Cabinet departments.

If your schedule permits we would like you to participate in this briefing at 3:20 p.m. for approximately twenty minutes. This will allow for a brief presentation of your White House responsibilities and a question and answer period. Please respond to Pat Lindh on extension 2715.



Women

Monday 3/24/75

Inv. Regretted

3/25/75

3:20 p.m.

12:55 I have checked with Bill Casselman and he will attend the meeting of top women Presidential appointees tomorrow (Tuesday 3/25) at 3:20 p.m.

Will plan to give his usual "pitch" unless you want something else said.



Women

Friday 3/14/75

Meeting
3/25/75
3:20 p.m.

2:45 I have advised Pat Lindh in Mr. Baroody's office that you plan to attend the meeting on Tuesday 3/25 at 3:20 p.m. with the top women Presidential appointees. It will be held in the Family Theater.

2715

Advised them that if you get tied up and can't get to the meeting, you plan to ask Bill Casselman if he would attend in your place.

cc: Bill Casselman (with copy of the memo of invitation).



MEMORANDUM

Women

THE WHITE HOUSE
WASHINGTON

March 12, 1975

TO: PHIL BUCHEN

FROM: BILL BAROODY, JR. (B)

SUBJECT: MARCH 25TH MEETING OF WOMEN
PRESIDENTIAL APPOINTEES

On March 25th our Office of Women's Programs has scheduled a meeting of our top women Presidential appointees. This meeting will serve as a pilot for future meetings of all Presidential appointees.

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If your schedule permits we would like you to participate in this briefing at 3:20 p.m. for approximately twenty minutes. This will allow for a brief presentation of your White House responsibilities and a question and answer period. Please respond to Pat Lindh on extension 2715.

Women

Casselman
Women Appointee
3/25/75
3:20 p.m.

March 25, 1975

To: Bill Casselman

From: Eva

Attached is the "latest"
on the Women Appointees
meeting for 3:20 this
afternoon, which you kindly
agreed to do for Mr. B.

MEMORANDUM

THE WHITE HOUSE

WASHINGTON

March 24, 1975

MEMORANDUM FOR:

WILLIAM J. BAROODY, JR.
- PHILIP BUCHEN
JAMES CANNON
ROBERT HARTMANN
JOHN MARSH, JR.
DONALD RUMSFELD
WARREN RUSTAND

FROM:

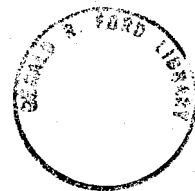
PAT LINDH *PL*

SUBJECT:

March 25th Women Appointees Meeting

Thank you for agreeing to participate in our meeting tomorrow for the women Presidential appointees. The meeting will be held in the Family Theater in the East Wing.

Attached is the agenda as a reminder of the time schedule.



WOMEN APPOINTEES MEETING

March 25, 1975

AGENDA

- 2:30 p.m. - Welcoming Remarks - William J. Baroody, Jr.
Assistant to the President
for Public Liaison
- Patricia S. Lindh
Special Assistant to the President
for Women
- 2:45 p.m. - The White House
Organization and
Operation - John Marsh, Jr.
Counselor to the President
- 3:00 p.m. " - Donald Rumsfeld
Assistant to the President
- 3:20 p.m. " - Philip Buchen
Counsel to the President
- 3:40 p.m. " - Robert Hartmann
Counselor to the President
- 4:00 p.m. " - Warren Rustand
Director, Scheduling Office
- 4:20 p.m. " - James Cannon
Executive Director, Domestic Council
- 4:40 p.m. - Wrap-Up
- 4:45 p.m. - Coffee

April 2, 1975

Office of the White House Press Secretary
(Palm Springs, California)

THE WHITE HOUSE

The President today announced his intention to appoint thirty three persons as members of the National Commission on the Observance of International Women's Year, 1975. The President is also designating Jill Ruckelshaus to chair the Commission. The members are:

Jill Ruckelshaus, of Rockville, Maryland, Director, Organizational Relations, National Center for Voluntary Action, Washington, D. C.

Ethel Allen, of Philadelphia, Pennsylvania, Physician, Surgeon and Philadelphia City Councilwoman.

Anne L. Armstrong, of Armstrong, Texas, former Counsellor to the President.

Margaret Long Arnold, of Saugerties on Hudson, New York, Executive Assistant to the Executive Director, National Retired Teachers Association, Washington, D. C.

Elizabeth Athanasakos, of Fort Lauderdale, Florida, Attorney.

Barbara R. Bergmann, of Bethesda, Maryland, Professor of Economics, University of Maryland, College Park, Maryland.

Patricia T. Carbine, of New York City, New York, Publisher and Editor-in-Chief, Ms. Magazine.

Weston Christopherson, of Lake Forest, Illinois, President, Jewel Companies, Chicago, Illinois.

Mary Stallings Coleman of Battle Creek, Michigan, Justice, Michigan Supreme Court, Lansing, Michigan.

Helen K. Copley, of La Jolla, California, Chairman and Chief Executive Officer of the Copley Newspapers.

Audrey Rowe Colom, of Washington, D. C., Coordinator of the D. C. Child Advocacy Office, Children's Defense Fund.

Richard Cernuelle, of New York City, New York, Author.

Winfield Dunn, of Nashville, Tennessee, Consultant, Business and Government, former Governor of Tennessee.

Catherine Claire Eike, of Lawrence, Kansas, Assistant to the Dean of Women, the University of Kansas.

Paula Gibson, of Four Lakes, Washington, Student, Gonzaga University, Spokane, Washington.

Gilda Bojorquez Gjurich, of Montebello, California, President and Senior Partner, Los Amigos Construction Company, Santa Fe Springs, California.

Ella T. Grasso, of Windsor Locks, Connecticut, Governor of Connecticut, Hartford, Connecticut.

Hanna Holborn Gray, of New Haven, Connecticut, Provost, Yale University.

(MORE)



Martha Griffiths, of Farmington Hills, Michigan, Attorney, former Congresswoman.

Lenore Hershey, of New York City, New York, Editor-in-Chief of the Ladies Home Journal.

Velma Murphy Hill, of New York City, New York, Assistant to the President, United Federation of Teachers.

Patricia Hutar, of Glenview, Illinois, U. S. Representative to the U. N. Commission on the Status of Women.

Rita Z. Johnston, of Bethesda, Maryland, U. S. Delegate and Vice Chairman of the Inter-American Commission of Women, Organization of American States.

Ellen L. Kirby, of Petersburg, West Virginia, Public Health Nurse for Grant County, West Virginia.

Dorothy Vale Kissinger, of Mesa, Arizona, Co-owner and Manager, Sahuaro Lake Guest Ranch.

Clare Boothe Luce, of Honolulu, Hawaii.

William Crawford Mercer of Wellesley Hills, Massachusetts, President, New England Telephone and Telegraph, Boston, Massachusetts.

Ersa H. Poston, of Loudonville, New York, President, New York State Civil Service Commission, Albany, New York.

Joel Read, of Milwaukee, Wisconsin, President, Alverne College, Milwaukee, Wisconsin.

Betty Smith, of Eugene, Oregon, Member, National Board of Directors, YMCA.

Barbara Walters, of New York City, New York, Co-host of the Today Show.

Annie Dodge Wauneka, of Ganado, Arizona, Member of the Navajo Tribal Council, Window Rock, Arizona.

Gerridee Wheeler, of Bismarck, North Dakota, President, National Association of Mental Health.

The Commission shall consist of not more than 35 members to be appointed by the President from among citizens in private life. The President shall designate the presiding officer, who may designate from among the members of the Commission as many vice presiding officers as necessary.

The President of the Senate and the Speaker of the House of Representatives may designate two Members of each House to serve on the Commission.

The Commission shall promote the national observance in the United States of International Women's Year. To this end, it will focus attention on the need to encourage appropriate and relevant cooperative activity in the field of women's rights and responsibilities.

The Commission shall conclude its work by the end of the year 1975 and make a report to the President within thirty days thereafter. The Commission shall then be terminated.

OFFICE OF THE WHITE HOUSE PRESS SECRETARY

THE WHITE HOUSE

REMARKS OF THE PRESIDENT
TO THE
NATIONAL COMMISSION ON THE
OBSERVANCE OF INTERNATIONAL
WOMEN'S YEAR, 1975

THE EAST ROOM

6:39 P.M. EDT

Members of the Congress, the House and Senate, Members of the Commission, distinguished guests, ladies and gentlemen:

I apologize for being a little late, but I have spent a good share of the afternoon with a substantial number of Members of two important committees of the Senate, so I am just late and I hope you will understand and accept my apology.

I obviously am delighted to welcome such a talented group of women and men to the White House. The group that I have met in there that I had the privilege of inviting specially here today, as well as all of you, represent a rich diversity of political, cultural and experienced background, but it is most important that your common concern for upgrading the status of women transcends any differences that you might have.

Your work to promote the observance of the International Women's Year begins tomorrow. And with a very broad challenge to promote equality between men and women, I think you have got your work cut out for you -- to insure the full participation of women in the social-economic developments of this society as well as to recognize their contributions to the development of world peace.

Although the growing concern about the special legal and social problems of women has paved the way for many, many new laws and important court decisions, real change, as I see it, will depend upon the caliber and degree of enforcement. Laws alone, as we know in many, many instances, are not enough.

Statistics on the employment of women in Federal Government demonstrates, I think, the problems that remain in assuring true equal opportunity. While nearly one-third of all Federal employees are women, only 4.5 percent of the top level employees are women.

MORE



This Administration, as the records will show, recently reminded the heads of all Federal departments and agencies that a strong affirmative action is needed to see that everyone has the opportunity to compete with -- or on a fair and equal basis.

The Federal Government, in my judgment, has a very special responsibility and a special opportunity to set an example and this we intend to do. I hear about that from Betty virtually every night. (Laughter) And I can assure you with that kind of prodding that this Administration will continue to vigorously pursue talented applicants on the basis of qualifications alone.

One of the most refreshing by-products of the search to secure rights for women is the emphasis on freeing both sexes from restrictive stereotypes. Liberation of the spirit opens new possibilities for the future of individual Americans and the Nation.

I think there are several very critical areas that can benefit from your personal attention. When I look around this room, I know that the attention of this group can have a tremendous impact. One of these is the Equal Rights Amendment, which I wholeheartedly endorse, having already voted for it.

I have had a special opportunity to follow the debate of ERA because Betty keeps talking about it at night. (Laughter) But it would be my observation that it has too often degenerated into some frivolous non-issues. An amendment to the Constitution calls for a very serious evaluation of the impact and the meaning of a proposed change.

As state legislatures convene this year, the ensuing debate over ERA should be a vehicle to inform legislators, and the public as well, on the many complex legal problems women still encounter.

Myths about the protected economic status of women can be dispelled through serious discussion. The way can be, as I see it, open for the review of areas that will not be affected by ERA. You have a challenging and very critical task ahead. You can do much, in my judgment, to move the Nation along toward making justice and equality a reality for the American women.

The restrictions on the rights, the restrictions on the responsibilities to one American affects all of us. A Nation is only as strong, a Nation is only as creative as its citizens. The better we use the talents of all our people, women as well as men, the brighter and more secure the future of this great Republic will be.

MORE

I thank you for joining Betty and me, and we would like to jointly issue you an invitation to have refreshments in the State Dining Room.

Thank you very, very much.

I can tell who that applause is for but she said I did very well. (Laughter)

I want that on the record because I don't get that very often. (Laughter)

END

(AT 6:47 P.M. EDT)

APRIL 14, 1975

Office of the White House Press Secretary

THE WHITE HOUSE

The President today announced his intention to appoint two persons as members of the National Commission on the Observance of International Women's Year, 1975. These individuals along with the thirty-three others announced April 2, 1975, complete the thirty-five member commission. They are:

Katharine Hepburn, of Old Saybrook, Connecticut, Actress.

Alan Alda, of Leonia, New Jersey, Actor and Writer.

The Commission consists of not more than thirty-five members appointed by the President from among citizens in private life. The President designates the presiding officer, who may designate from among the members of the Commission as many vice presiding officers as necessary.

The Commission is to conclude its work by the end of the year 1975 and make a report to the President within thirty days thereafter. The Commission is to then be terminated.

#



Successor to Justice Douglas

WASH. POST
Wash. Post

contributed to this article.

11/13/75

Speculation Focuses on Women

By Lou Cannon

Washington Post Staff Writer

While there is no indication that President Ford has a specific successor in mind for William O. Douglas, there is a

"You'd have to place a big bet on Carla Hills," said one well placed Washington attorney, in a reference to the Secretary of Housing and

Labor Relations Board.

Hauser, a New York attorney with the firm of Stroock, Stroock and Lavan, is the former U.S. represen-

ask him to name a woman to the high court.

"I got a woman into the Cabinet," she said. "I never give up. I'm working on

White House Pay, \$12,000: The Job Called for \$26,000

By Fred Barnes *12/10/75* was denied her rightful pay "solely
Washington Star Staff Writer on the basis of her sex."

Darlene Schmalzried is a 27-year-old newspaperwoman who went to work for the White House about 15
Claiming a violation of the Civil Rights Act of 1964, several other federal statutes and executive

sex discrimination

Darlene Schmalzried

Schmalzried v. Ford

THE WHITE HOUSE
WASHINGTON

December 23, 1975

Dear Rex:

Enclosed is a copy of a summons and complaint in the matter of Schmalzried v. Ford, et al., D.D.C., C.A. No. 75-2065, which has been served upon defendants Cheney, Nessen and Shuman at their office on December 18. This summons provides for a return period of 60 days. A summons and complaint also was mailed by the plaintiff to these three defendants at their personal residences. In each case, this summons provides for a return period of 20 days. To date, there has been no attempt to serve President Ford with the summons and complaint.

The particular matter in controversy relates to actions taken by the defendants in the course of their government responsibilities. Accordingly, this is to request that the Department of Justice handle this matter on their behalf. Mr. Barry Roth of my staff is presently assembling all available information with respect to this matter. In the meantime, I would appreciate it if the appropriate member of your staff would contact Mr. Roth at 456-2397 to discuss the handling of this case. I have also provided Mr. Carl Goodman, General Counsel of the Civil Service Commission, with a copy of this complaint.

Your assistance is appreciated.

Sincerely,

Philip W. Buchen

Philip W. Buchen
Counsel to the President

The Honorable Rex Lee
Assistant Attorney General
Washington, D. C. 20530



THE WHITE HOUSE

WASHINGTON

December 4, 1975

Dear Mr. Fax:

This is in response to your letter to the President of November 6, 1975, and related correspondence concerning your client, Ms. Darlene Schmalzried, and her allegations of discrimination on the basis of sex during her employment at the White House Office. We have discussed the statutory provisions you cite in support of her allegations with the staff of the Civil Service Commission, and are advised that these provisions are not applicable to the White House Office.

Regardless of the non-applicability of these provisions to employees of the White House Office, the White House employment policy has been and continues to be one of non-discrimination. Accordingly, my office has reviewed the information available to us concerning Ms. Schmalzried's employment. On the basis of this review, we are unable to agree with your conclusion that Ms. Schmalzried was subject to discrimination on the basis of her sex during her employment at the White House.

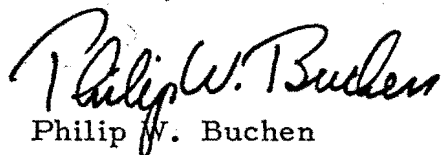
For your information, the News Summary Office is presently staffed on a daily basis by four female professional employees, who are responsible for the selection and reduction of the summary's contents, and one clerical employee responsible for typing and xeroxing the summary. All of these individuals are paid at a salary rate less than that at which Ms. Schmalzried was paid when she separated from the White House staff. These individuals are supervised by Mr. James B. Shuman, Editor of the News Summary, who has overall responsibility for the News Summary Office, and also serves as Associate Director of the Office of Communications.

A copy of the contents of Ms. Schmalzried's official personnel file requested in your letter of November 13, 1975, is enclosed. Please note that on an annual basis as a GS 9/2, Ms. Schmalzried would

receive \$2,090 in authorized overtime pay, resulting in an effective annual salary of \$16,021.

On November 25, 1975, Ms. Schmalzried wrote to Mr. Shuman and indicated her willingness to assume "the job of editor of the news summary" if that position were "available at a wage commensurate with the responsibilities the job entails...." As mentioned above, Mr. Shuman is presently serving in the position of Editor, and I am advised that no change in this role is contemplated at the present time. As you may be aware, the White House Office is currently in the process of reducing from 540 to not more than 485 full-time employees. There are no plans at the present time to increase the number of persons presently employed in the News Summary Office and we are not now in a position to state whether any such vacancies will occur in the near future. However, in the event that a vacancy does arise, and should Ms. Schmalzried wish to apply for that vacancy, I can assure you that her application will be carefully considered along with other persons applying for that position.

Sincerely,


Philip W. Buchen
Counsel to the President

Mr. Charles S. Fax
Chapman, Duff and Lenzini
1709 New York Avenue, N.W.
Washington, D.C. 20006

Enclosure

THE WHITE HOUSE

WASHINGTON

January 27, 1976

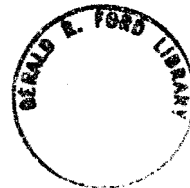
MEMORANDUM FOR: JACK MARSH
FROM: BOBBIE GREENE KILBERG
SUBJECT: ERA statement in President's
speech at Williamsburg

Bobbie

As a follow-up to my memorandum of earlier this week, I want to make two additional points in support of the President making a pro-equal rights statement in his speech at Williamsburg:

1. It is my understanding that the President spoke in support of the ERA in Illinois and North Carolina, two states which, like Virginia, have not ratified the amendment;
2. In response to any allegations that the President is an outsider interfering with a state ratification process, the President can point out in a graceful manner that he and Mrs. Ford feel a special affection and allegiance for two states -- Michigan, their home state, and Virginia, the state where they lived for many years when he served in Congress. Thus, the President is a concerned "constituent" of Virginia and not an outsider.

✓ cc: Philip W. Buchen
cc: Russ Rourke



Women

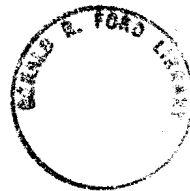
THE WHITE HOUSE
WASHINGTON

March 2, 1976

TO: JACK MARSH
MAX FRIEDERSDORF
BRENT SCOWCROFT

FROM: PHIL BUCHEN *P.*

Why not a signing ceremony after the Florida primary? I would think it desirable to call attention to these Conventions and the U. S. Ratification at this time.



THE WHITE HOUSE
WASHINGTON

Prepare note to be
attached for March,
Tuesday, a fewcraft:

"Why not ^{opt.} signing
ceremony? I would think
it desirable to call
attention to these Conventions
and the U.S. Ratification
at this time"

4:25 p.m.

Tuesday, March 2, 1976

One of the reasons the signing ceremony for the United Nations Documents on Women was rejected was because of the Florida primary.

When you bring the subject up at Sr. Staff Meeting tomorrow morning, you might suggest the President having a signing ceremony after Florida. There is no required signing date.



Bobbie

*In view of
this message
from Bobbie
do you want the
note to Marsh. &
Griedersdorf &
Scowcroft
to go?*



NATIONAL SECURITY COUNCIL

February 28, 1976

TO: MR. BUCHEN ✓
MR. MARSH
MR. FRIEDERSDORF

FROM: Jeanne W. Davis
(x-3440) Room 374

Attached for your clearance and/or comment is a package on the Instrument of Accession to the Convention on the Political Rights of Women, and the Instrument of Ratification of the Inter-American Convention on the Granting of Political Rights to Women prepared by Hal Horan on the NSC Staff. If you concur, please initial the President's memo at Tab I and send package on to next person and return to me.

Thank you.

Attachment



ACTION

February 26, 1976

MEMORANDUM FOR: BRENT SCOWCROFT

FROM: Hal Horan *HH*

SUBJECT: Instrument of Accession to the Convention on the Political Rights of Women, and the Instrument of Ratification of the Inter-American Convention on the Granting of Political Rights to Women

The attached memo to the President forwards for his signature, in duplicate, the subject Convention and Ratification concerning political rights to women. It was originally planned to have a signing ceremony, but now it has been decided that this will not take place.

RECOMMENDATION:

That you forward the memo at Tab I to the President for signature.



WASHINGTON

ACTION

MEMORANDUM FOR: THE PRESIDENT

FROM: Brent Scowcroft

SUBJECT: Signing of the Instrument of Accession to the Convention on the Political Rights of Women, and the Instrument of Ratification of the Inter-American Convention on the Granting of Political Rights to Women

On January 22, 1976 the Senate gave its advice and consent to the U.N. Convention on the Political Rights of Women, done at New York on March 31, 1953, and the Ratification of the Inter-American Convention on the Granting of Political Rights to Women, done at Bogota on May 2, 1948.

The Conventions provide that women shall have equal rights with men in the enjoyment and exercise of political rights.

The Conventions require your signature in duplicate.

RECOMMENDATION:

That you sign the two Conventions, in duplicate, at Tab A.

Messrs. Buchen, Marsh and Friedersdorf concur.

J.W.B.

OFFICE OF THE WHITE HOUSE PRESS SECRETARY

THE WHITE HOUSE

EXCHANGE OF REMARKS
BETWEEN THE PRESIDENT
AND

JEANNE HOLM, MAJOR GENERAL USAF (Ret.)
SPECIAL ASSISTANT TO THE PRESIDENT FOR WOMEN

THE OVAL OFFICE

12:13 P.M. EST

THE PRESIDENT: Good morning, everybody.

I am delighted to announce this morning the appointment of Jeanne Holm as the President's Assistant for Women in the White House. She is taking the place of Pat Lindh, who is leaving to go to the State Department.

I am delighted to have you, Jeanne, over here to carry on the very important functions that relate the White House to women throughout the country.

Jeanne, as all of you know, has had a wonderful career in the military. She was the first Major General, I think, in the Department of Defense as a woman. She was Director of the Air Force activities relating to women from 1968 until 1973, as I recall, retired a year or so ago with great recognition.

She received a Ladies Home Journal award for the Outstanding Woman in Diplomacy in Government. She has been very, very active in a lot of activities concerning the rising, emerging role of women in Government. So we are very, very pleased, Jeanne, to have you on board and to carry on the fine job that Pat Lindh has done.

With Pat going over to the State Department and you coming here, we are going to have a first class team and I am delighted to have you on board.

MAJOR GENERAL HOLM: Thank you, Mr. President.

I certainly feel honored and pleased to be here and to be able to work with you. I am very impressed with the record that you have made in support of the women's issues and certainly magnificent appointments you have made in the last several months -- Carla Hills and Anne Armstrong, and your stand on the ERA, an argument involving women for some time.

MORE



I assure you I have a personal commitment and an emotional commitment and it is nice to feel that you are able to work with someone who also has that commitment, and I have a feeling you do.

THE PRESIDENT: We are delighted to have you on board. I think that you will find the job challenging, you will find it interesting, and you can rest assured I will back you 100 percent.

MAJOR GENERAL HOLM: Thank you, Mr. President.

END (AT 12:18 P.M. EST)

9:30 a.m.

Thursday, March 25, 1976

Eva,

Jeanne Holm's secretary called to see if she
could meet with Mr. B on Monday or so to
discuss the attached memo.

(Holm)

Please advise. x2715


*She is Spec. Asst. to the Pres.
for Women.*



THE WHITE HOUSE

WASHINGTON

March 25, 1976

MEMORANDUM FOR: PHIL BUCHEN
FROM: JEANNE HOLM 
SUBJECT: Women Appointees Meeting

I am planning a meeting with a group of the women Presidential appointees for April 1, 1976. The purpose of the meeting is to discuss current and future Presidential initiatives relating to women. The White House staff, other than women Presidential appointees, participating in the meeting will be Dick Cheney, Rogers Morton, Bob Orben, Doug Bennett, and Warren Hendricks.

I am seeking your advise on including the following women Presidential appointees in the meeting since they are serving on regulatory agencies:

Catherine Bedell, U.S. International Trade Commission
Betty Southard Murphy, National Labor Relations Board
Georgiana Sheldon, Civil Service Commission
Ethel Bent Walsh, Equal Employment Opportunity Commission

Thank you in advance for your guidance. And I would like to discuss this further with you at your earliest convenience.

Advised Ms. Holm on Monday, March 29 to invite women of the regulatory agencies to appear at one of two meetings and to avoid the one which would deal largely with political matters.

PWB



THE WHITE HOUSE

ACTION MEMORANDUM

WASHINGTON

LOG NO.:

Date: April 22, 1976

Time:

FOR ACTION:

cc (for information):

Phil Buchen
 Jeanne Holm
 Bill Seidman
 FROM THE STAFF SECRETARY

DUE: Date: Monday, April 26 Time: 2 P.M.

SUBJECT:

Jim Cannon memorandum 4/20/76
 re: Secretary Coleman's Letter about
 Women's Salaries

ACTION REQUESTED:

<input type="checkbox"/> For Necessary Action	<input checked="" type="checkbox"/> For Your Recommendations
<input type="checkbox"/> Prepare Agenda and Brief	<input type="checkbox"/> Draft Reply
<input checked="" type="checkbox"/> For Your Comments	<input type="checkbox"/> Draft Remarks

REMARKS:



PLEASE ATTACH THIS COPY TO MATERIAL SUBMITTED.

If you have any questions or if you anticipate a delay in submitting the required material, please telephone the Staff Secretary immediately.

Jim Connor
 For the President

THE WHITE HOUSE

ACTION

WASHINGTON

April 20, 1976

MEMORANDUM FOR THE PRESIDENT

FROM: JIM CANNON

SUBJECT: Secretary Coleman's Letter about
Women's Salaries

Bill Coleman has written to you about his concern on the difference in salary levels of men and women (Tab A). He attaches figures produced by the Department of Labor and suggests that you ask someone in the Administration to study the situation.

The statistics he cites do not reflect the whole story. There is evidence that women have different job patterns than men. Many drop out of the labor force for a number of years and when they reenter do so at a lower level than men with comparable backgrounds who have remained in the labor market continuously. There is also a question of the extent to which past inequities will continue to be reflected in the data for some years while young people newly entering the labor force find that men and women receive more nearly equal treatment.

The Federal government is already doing a great deal in this area. Executive Order 11246, as amended, says that women who work for Federal contractors may not be discriminated against and that there is an affirmative action obligation to remedy past instances of discrimination.

I would be pleased to discuss this situation with Bill Coleman on your behalf. I do not believe you should commission a special study at this time as he suggested. I would suggest to Bill Coleman that he discuss his concerns with Bill Usery and learn from Usery what additional data is already available and what steps the Department of Labor has already taken.

RECOMMENDATION: That I follow up with Bill Coleman on your behalf.

Approve _____ Disapprove _____



THE WHITE HOUSE

ACTION MEMORANDUM

WASHINGTON

LOG NO.:

Date: April 22, 1976

Time:

FOR ACTION:

cc (for information):

Phil Buchen
 Jeanne Holm
 Bill Seidman
 FROM THE STAFF SECRETARY

DUE: Date: Monday, April 26

Time: 2 P.M.

SUBJECT:

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<input type="checkbox"/> Prepare Agenda and Brief	<input type="checkbox"/> Draft Reply
<input checked="" type="checkbox"/> For Your Comments	<input type="checkbox"/> Draft Remarks

REMARKS:

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THE WHITE HOUSE

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RECOMMENDATION: That I follow up with Bill Coleman on your behalf.

Approve _____ Disapprove _____

THE SECRETARY OF TRANSPORTATION
WASHINGTON, D.C. 20590

April 12, 1976

The President
The White House
Washington, D.C.

Dear Mr. President:

A friend of mine called my attention to the statistics which appear on the attached paper. You will note that even though the average years of education for a U.S. woman are slightly higher than for a U.S. man, the incomes are strikingly less for women than for men. For example, the average income of a male college graduate is \$16,576 and for a woman college graduate it is only \$9,771.

I do feel that you should ask someone in the Administration to study this matter in detail and if what appears on the attached sheet of paper is correct, we should think about policies and programs which would change the situation. Another reason I am sending this paper to you is I am sure you would want to share it with Mrs. Ford.

Respectfully,



William T. Coleman, Jr.

Enclosure

Some interesting statistics

Average years of education U.S. Men - 12.2 U.S. Women - 12.5

Average incomes of year-round full-time workers:

Men - \$11,000 Women - \$6,480

Average income by job category:

	Men	Women
Sales	\$12,296	\$4,650
Professional	14,306	9,000
Administrative	14,519	7,667
Clerical	10,627	6,469

by education level:

College graduate	\$16,576	\$9,771
High School graduate	12,017	6,623

Source: Women's Bureau, U.S. Department of Labor

Year: 1974

THE WHITE HOUSE
WASHINGTON
June 29, 1976

*We have
this on
your calendar*

MEMORANDUM FOR:

FROM:

SUBJECT:

PHIL BUCHEN

JEANNE HOLM *J*

July 1, IWY Ceremony

The ceremony will be held in the East Garden at 3:30 p.m., on Thursday, July 1, instead of the Rose Garden.

I hope you will be able to attend.



THE WHITE HOUSE
WASHINGTON

Phil Buchen

MEMORANDUM FOR:

PHIL BUCHEN

FROM:

JEANNE HOLM *JH*

On behalf of the President I would like to invite you to a ceremony to be held on Thursday, July 1, at 3:30 p.m. at which time the President will accept the final report of the National Commission on the Observance of International Women's Year.

The ceremony is being planned for the Rose Garden. I will contact your office if there is any change.