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# ACKNOWLEDGEMENTS

MEMBERS OF CONGRESS AND THE ADMINISTRATION

MEMBERS OF THE COMMISSION

DISTINGUISHED GUESTS

LADIES AND GENTLEMEN

THE PRESIDENT HAS SEEN

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INTERNATIONAL WOMEN'S YEAR COMMISSION RECEPTION

MONDAY, APRIL 14, 1975

I WELCOME THIS VERY TALENTED GROUP OF WOMEN AND  
MEN TO THE WHITE HOUSE.

YOU REPRESENT A RICH DIVERSITY OF POLITICAL AND  
CULTURAL BACKGROUNDS AND EXPERIENCE, BUT YOUR COMMON CONCERN  
FOR UPGRADING THE STATUS OF WOMEN TRANSCENDS DIFFERENCES.

I AM GLAD YOU ARE HERE.

YOUR WORK TO PROMOTE THE OBSERVANCE OF INTERNATIONAL  
WOMEN'S YEAR BEGINS TOMORROW. AND WITH THE BROAD CHALLENGE  
TO PROMOTE EQUALITY BETWEEN MEN AND WOMEN, YOU HAVE YOUR WORK  
CUT OUT FOR YOU -- TO ENSURE THE FULL PARTICIPATION OF WOMEN  
IN THE SOCIAL-ECONOMIC DEVELOPMENT 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 NEW LAWS AND IMPORTANT COURT DECISIONS, REAL CHANGE WILL DEPEND UPON THE CALIBER AND DEGREE OF ENFORCEMENT. LAWS ALONE ARE NOT ENOUGH.

STATISTICS ON THE EMPLOYMENT OF WOMEN IN FEDERAL  
GOVERNMENT DEMONSTRATE THE PROBLEMS THAT REMAIN IN ASSURING  
TRUE EQUAL OPPORTUNITY. WHILE NEARLY ONE-THIRD OF ALL FEDERAL  
EMPLOYEES ARE WOMEN, ONLY FOUR POINT FIVE PERCENT OF THE TOP  
LEVEL EMPLOYEES ARE WOMEN.

THIS ADMINISTRATION RECENTLY REMINDED THE HEADS OF ALL FEDERAL DEPARTMENTS AND AGENCIES THAT STRONG AFFIRMATIVE ACTION IS NEEDED TO SEE THAT EVERYONE HAS THE OPPORTUNITY TO COMPETE ON A FAIR AND EQUAL BASIS.

THE FEDERAL GOVERNMENT HAS A SPECIAL OPPORTUNITY TO SET AN EXAMPLE -- AND THIS WE INTEND TO DO. 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.

THERE ARE SEVERAL CRITICAL AREAS THAT CAN BENEFIT  
FROM YOUR ATTENTION. ONE OF THESE IS THE EQUAL RIGHTS  
AMENDMENT, WHICH I WHOLEHEARTEDLY ENDORSE.

THE DEBATE OVER E-R-A HAS TOO OFTEN DEGENERATED  
INTO FRIVOLOUS NON-ISSUES. AN AMENDMENT TO THE  
CONSTITUTION CALLS FOR SERIOUS EVALUATION OF THE IMPACT  
AND MEANING OF THE PROPOSED CHANGE.

AS STATE LEGISLATURES CONVENE THIS YEAR, THE ENSUING DEBATES OVER E-R-A SHOULD BE A VEHICLE TO INFORM LEGISLATORS AND THE PUBLIC OF 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 OPENED FOR THE REVIEW OF AREAS THAT WILL NOT BE AFFECTED BY E-R-A.

YOU HAVE A CHALLENGING AND CRITICAL TASK AHEAD.

AND YOU CAN DO MUCH TO MOVE THE NATION ALONG TOWARD MAKING

"JUSTICE AND EQUALITY" A REALITY FOR AMERICAN WOMEN.

THE RESTRICTIONS ON THE RIGHTS AND RESPONSIBILITIES

TO ONE AMERICAN AFFECTS ALL OF US.            A NATION IS ONLY

AS STRONG AND CREATIVE AS ITS CITIZENS.            THE BETTER

WE USE THE TALENTS OF OUR PEOPLE -- WOMEN AND MEN --

THE BRIGHTER AND MORE SECURE THE FUTURE OF THE REPUBLIC

WILL BE.

END OF TEXT