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File → "WOMEN'S Bureau"

FACT SHEET: NIXON ADMINISTRATION APPOINTMENTS OF WOMEN

This is a report on the status of President Nixon's accelerated program to bring women into key roles in government. While priority attention is being placed on this new program, the effort to include women in key federal government positions has been a conscious part of the Administration's plans since 1969.

BACKGROUND: A Continuing Effort

Since early in the Administration, the White House has worked closely with the National Federation of Business and Professional Women which agreed to supply names of qualified women it and other women's organizations recommend for top level appointive positions.

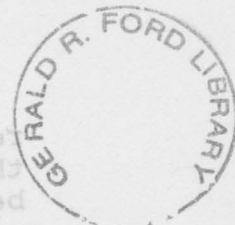
In his third month of office, President Nixon also made it clear that he expected the Federal government to lead the way as an equal opportunity employer and emphasized his own official and personal endorsement of a strong policy of equal employment under the Civil Service System.

In March, 1970, the Civil Service Commission ordered each federal department and agency to appoint women representatives to their equal employment opportunity staffs in an effort to strengthen the program to give greater career advancement opportunities to women in government.

PRESIDENTIAL MID-TERM REVIEW: "We Can And Must Do Better"

At about the two-year mark -- halfway through his term -- the President assessed his Administration's record of placing women in high-level posts. Responding to a question in a news conference, he said:

"This Administration is proud of its record (of) putting women in top positions of responsibility." Mentioning his appointments of women as Chairmen of the U. S. Maritime Commission and Tariff Commission as "break-throughs," the President emphasized that "they were appointed to these positions not because they were



women, but because they were the best qualified people for those jobs." He promised "there will be more" because "there are many women who are the best qualified people for jobs in Government, and wherever we can get women to take those jobs, they will be appointed."

While the President was encouraged by his Administration's record of appointing women, however, his personal review of that record left him "convinced that we can and must do better."

PRESIDENTIAL ACTION: Three Major Steps

The President followed up with immediate action:

1. The President Issued Memorandum to Heads of Executive Departments and Agencies.

On April 21, the President issued a memorandum to the heads of all Executive Departments and Agencies directing them to develop and submit by May 15 an action plan for attracting more qualified women to high level positions by the end of this calendar year. (High-level positions are defined as full-time posts, GS-16 and up through Presidential appointments, having salaries ranging from \$27,000 - \$40,000.) The goal is to double the number of women in these positions by December 31, 1971.

The President also asked that they develop and implement similar plans to increase significantly the number of women in mid-level positions (GS 13-15) and on advisory boards and commissions.

2. The President Appointed New Recruiter with Special Mission to Identify Top Women.

The President announced the appointment of Mrs. Barbara Hackman Franklin as Staff Assistant on April 22 to spearhead an intensified effort to recruit more women for high-level posts. This is the first time there has ever been such a position on the White House staff.

3. The President Appointed Woman as Vice Chairman of Civil Service Commission.

Mrs. Jayne Baker Spain was appointed Commissioner and Vice Chairman of the Civil Service Commission with a specific mandate from the President to work with the departments and agencies to ensure and increase career opportunities for women within the civil service system. She is the first woman Commissioner in ten years.

Each is a major step. Together they represent a comprehensive government-wide program for action-- the first such program by any President.

PROGRESS TO DATE -- Development of Program

1. The Departments and Agencies Have Made Commitments and Have Begun Implementation of President's Directive

During the past months, Mrs. Franklin has been working closely with the departmental and agency coordinators, reviewing their plans to ensure that the President's directive is being carried out.

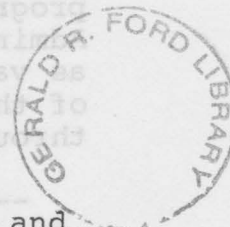
Each Cabinet Secretary and agency head has put programs into effect through directives to their own staffs.

While plans vary in detail, their goal is the same: to ensure qualified women are considered for all new appointments and for promotions within each department and agency.

2. Recruitment: A Growing Talent Bank of Qualified Women

A key to the success of this program is recruitment. The President has made it clear that he will not accept excuses that qualified women cannot be found.

Mrs. Franklin is currently working with women's organizations and community leaders throughout the country to build a talent bank of qualified women -- women with a variety of backgrounds and skills who will be considered as each new appointment is made throughout the executive branch.



Each department is also building its own talent bank and recruiting capability.

NEW APPOINTMENTS: The President Takes the Lead

Demonstrating his personal commitment to this new intensive program, President Nixon has set the example for his Administration by appointing women to a number of key posts as vacancies have occurred in the past few months. Several of these recent Presidential appointments represent breakthroughs for women.

- Catherine May Bedell, Chairman, U. S. Tariff Commission, is the first woman to hold that post.
- Rep. Charlotte Reid, Commissioner, Federal Communications Commission, is the first woman Commissioner since 1948.
- Brereton Sturtevant is the first woman nominated to the Board of Patent Appeals, U. S. Patent Office.
- Romana Banuelos is the first Mexican-American woman to be appointed Treasurer of the United States.

In addition, President Nixon is the first President to nominate women to General rank in the armed services. He has nominated five Generals: Jeanne Holme (Air Force), Elizabeth Hoisington (Director, WAC), Anna May Hays (Chief, Army Nurse Corps), Mildred Bailey (WAC), and Lilian Dunlap (ANC).

Other women recently appointed by the President include: Vicki Keller and Sallyanne Payton as White House Domestic Council Staff Associates, Ann Uccello, Director of Consumer Safety, Department of Transportation, and Mary Lou Grier, Chairman, SBA Advisory Council.

These women join many others the President has appointed to positions formerly occupied by men: Helen D. Bentley, Chairman of the Federal Maritime Commission; Patricia Hitt, Assistant Secretary of Health, Education and Welfare, Carol Khosrovi, Director of VISTA, and Nancy Hanks, Chairman, National Endowment for the Arts.

Among other key women appointees are Virginia Knauer, Assistant to the President for Consumer Affairs, Elizabeth Koontz, Director of the Women's Bureau, Department of Labor (the first black woman to hold this post) and Ethel Walsh, Commissioner, Equal Employment Opportunity Commission.

"BREAKTHROUGHS" In The Career Civil Service System

At the swearing-in ceremony for Mrs. Spain as Vice Chairman of the Civil Service Commission, the President emphasized that he expected her to work with the departments and agencies to ensure and increase career opportunities for women within the civil service system. He told her to seek out discrimination wherever it may exist in the Civil Service, to find the qualified women who should be promoted, and to make sure no woman is held back from realizing her full potential for service within the government's career program.

Because the vast majority of federal jobs fall under the career civil service system, Mrs. Spain is also working very closely with the departments and agencies to carry out the President's directive.

There are many early signs that the departments are responding with high and mid-level appointments as well as promotions from within their own staffs. A sample of appointments since the President issued his directive in April:

- Dr. Valerija Raulinaitis, Director, Leach Farm Road Veterans Hospital, Pittsburgh (the first woman director of a Veterans Hospital)*
- Bethel G. Cook, Chief of Securities Division, Treasury Department*
- Marilyn P. Johnson, Deputy Assistant Director for Operations, USIA Information Center Service.
- Dr. Marise A. Hadden, Country Director, East Caribbean, ACTION
- Frances Jean Dias, Regional Director, Office of Civil Defense, Region VII, Santa Rosa, California*

*First Woman in Position



- Ruth Bates Harris, Director of Equal Employment Opportunity, National Aeronautics and Space Administration*
- Dr. Zelma George, member, Corporation for Public Broadcasting (the first black woman member)
- Elizabeth Hanford, Deputy Director, Office of Consumer Affairs, Executive Office of the President
- Betty Crites Dillon, U. S. Representative to the International Civil Aviation Organization, Montreal*
- Georgiana Sheldon, Deputy Director, Office of Civil Defense, Department of the Army.
- Mary J. Galley Sindors, Attorney/Advisor, Veterans Administration Board of Veteran Appeals
- Elizabeth Cuadra, Deputy for Program Development, Environmental Protection Agency.
- Ruth S. Hanft, Special Assistant to the Assistant Secretary for Health and Scientific Affairs, HEW
- Dr. Eleanor L. Makel, Director, Medicine and Surgery Branch, Saint Elizabeth's Hospital, National Institute of Mental Health, HEW*
- Mildred L. Tyssowski, Director, Division of Financial Management, Social Security Administration, HEW
- Marjorie Jackson, Assistant Director of Citizenship, Immigration and Naturalization Service, New York District, (The first woman and first black person to hold this post).*
- Beverlee A. Myers, Assistant Administrator for Resource Development, Health Services and Mental Health Administration, HEW
- Mrs. Ruth Sivard, Chief, Economics Division, United States Arms Control and Disarmament Agency.*
- Lilian Regelson, Chief of Evaluation, Planning Research, and Evaluation Division, Office of Economic Opportunity.*

*First Woman in Position

- Sarah F. Williams, Associate Counsel, Defense Supply Agency, Department of Defense*
- Mary Olmsted, Deputy Director of Personnel for Management and Services, State Department*
- Gladys Rogers, Special Assistant for Women's Affairs, Office of the Deputy Undersecretary for Management, State Department*
- Evelyn Eppley, Chairman, Board of Contract Appeals, General Services Administration

The above list constitutes but a sample of recent appointments. There have been many others and there will be many more as the departments and agencies implement their various plans and review their hiring and promotion policies.

Such a review by the State Department resulted in an August 11 joint announcement by State, the Agency for International Development and USIA of approved new regulations to assure that marriage and a career are compatible for those women in the foreign service who desire both, and that women with dependents will have equal opportunity for service abroad if they so desire.

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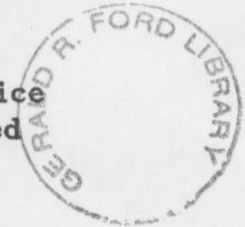
The key to the success of this program is the President's expectation of "the fullest degree of cooperation" from all departments and agencies, as well as from his own staff. As he put it in his memorandum:

"In this administration we have firmly espoused the rights of women, and we must now clearly demonstrate our recognition of the equality of women by making greater use of their skills in high level positions... It is important not only in terms of opening new opportunities for women, but also as a means of making the fullest possible use of talents that are needed in the Nation's service."

Office of the White House Press Secretary
-----THE WHITE HOUSEFACT SHEETWOMEN IN THE FEDERAL GOVERNMENT

Background: In April, 1971, the President took three major steps to intensify this Administration's efforts to place more women in top jobs in the Federal Government.

1. He directed the heads of executive departments and agencies to develop and implement action plans to attract and place more women in top and middle management positions in the Federal Government.
2. He appointed Barbara Hackman Franklin as Staff Assistant to recruit top-level female talent for full-time, policy-making positions in the Administration.
3. The President then appointed Jayne Baker Spain the first woman in ten years to be Commissioner and Vice Chairman of the Civil Service Commission and asked her to do everything possible to see that women in the career Civil Service are guaranteed equal opportunity for employment and advancement.



Each of these steps is significant, and together they mark a new approach to the advancement of women in government.

Results Achieved: There are now more women in full-time, policy-making positions in the Federal Government than ever before in our nation's history.

A goal was set to double the number of women already placed in policy-making positions by the Administration, from 36 to 72, by January 1, 1972. These jobs are at the GS 16 level and up, paying \$28,000 and up. The goal was more than met before the end of 1971. We have now placed 118 women in policy-making positions which means we have tripled the original number.

There has also been a significant increase in the number of women holding middle-management positions (GS 13-15). Since April, 1971, more than 1,000 additional women have been promoted or recruited for these mid-level jobs. This is particularly significant in view of the 5 percent reduction in Federal employment.

Numerous Firsts:

1. At the policy-making level, more than half of the women appointees hold positions previously held only by men.
2. For the first time in history, two women are chairing regulatory agencies at the same time. They are:

Catherine May Bedell, United States Tarrif Commission, and Helen Delish Bentley, Federal Maritime Commission.

(MORE)

3. The President nominated the first six women to the rank of General in the Armed Forces. They are:

Brig. Gen. Mildred C. Bailey, U.S.A., Director,
Women's Army Corps
Brig. Gen. Lillian Dunlap, U.S.A., Chief, Army
Nurse Corps
Brig. Gen. Anna May Hayes, U.S.A., Retired
Brig. Gen. E. Ann Hoefly, U.S.A.F., Chief,
Air Force Nurse Corps
Brig. Gen. Elizabeth Hoisington, U.S.A., Retired
Brig. Gen. Jeanne Holm, U.S.A.F., Director,
Women's Air Force
4. The President nominated the first woman to the rank of Rear Admiral in the Navy. She is Alene B. Duerk, Chief, Navy Nurse Corps.
5. There are a number of firsts at the mid-level, including the first women sky marshalls, secret service agents, air traffic controllers, narcotics agents, and FBI agents.
6. On August 8, 1971, the Department of the Army announced that the Women's Army Corps would be doubled in size during the next five years. Moreover, of 482 enlisted military occupational specialties, 434 will be open to women. Only combat activities will remain closed.
7. On August 9, 1972, the Department of the Navy announced a similar policy opening all ratings to women, including sea duty.

Other Efforts: The Federal Government has also shown leadership through actions it has taken to help bring about equal employment opportunity for women in business, industry, and education.

1. For the first time in history, the Secretary of Labor issued guidelines (Dec., 1971) requiring all firms doing business with the government to have action plans for the hiring and promotion of women.
2. In March, 1972, the President signed the Equal Employment Opportunity Act of 1972, a bill supported by the Administration which gives the EEOC enforcement powers through the courts in cases of sex discrimination.
3. Under Executive Order 11478, this Administration is the first to conduct compliance reviews of higher education institutions' hiring policies toward women. As a result, charges of discrimination have been filed against more than 350 higher education institutions which receive federal grants.
4. The Administration has proposed to the Congress that the jurisdiction of the Commission on Civil Rights be broadened to include sex-based discrimination.



(MORE)

5. In March of this year, the President re-affirmed his endorsement of the Equal Rights Amendment. His support goes as far back as 1951 when he co-sponsored the Amendment in the Senate. With his support, the Amendment passed the Congress this year and has been sent to the states for ratification.

Summary: In his 1972 State of the Union message, the President said, "While every woman may not want a career outside the home, every woman should have the freedom to choose whatever career she wishes, and an equal chance to pursue it."

The President has pledged that his Administration will continue to do its best to give women equal opportunity in the Federal Government.

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