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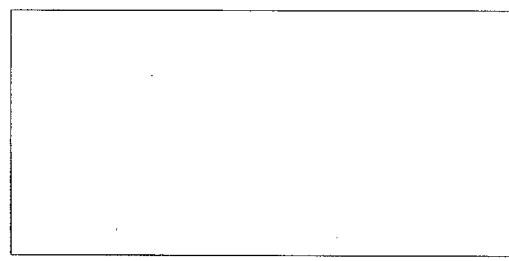
MEMORANDUM FOR: Chairman, CIA Career Service Board

SUBJECT : Career Employment of Women in the Central Intelligence Agency

1. The findings, observations and recommendations stated in the attached report represent the Women's Panel effort to answer the question "What are the career opportunities for women in the Central Intelligence Agency?"

2. In spite of the fact that one of the stimuli for the appointment of the panel was an inquiry as to what the Director intended to do about discrimination against women in the Agency, the Panel has not prepared a report on discrimination. Women have been discriminated against in many fields of employment by many employers, including the Central Intelligence Agency. The Panel feels that opportunities for women are broadening generally and that an additional controversial document on the subject is not an appropriate vehicle for a constructive discussion as to the contributions which women may make to the mission of this Agency. Specific instances of apparent discrimination have been reported to you separately and the Panel agrees that continuing interest in identifying and correcting specific situations is a necessary ingredient of continued improvement.

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