

WOMEN IN ACTION

An Information Summary For the Federal Women's Program

Vol. 3 No. 2

Spring 1973

First National FEB/ FWP Conference Held in Aspen

The first National Federal Executive Board/Federal Women's Program Conference brought together more than seventy top federal, state and municipal executives. Held in Aspen, Colorado on February 14-16, 1973, the Conference had as its goal the improvement of equal opportunity for women through nationwide cooperation.

The Conference was proposed, planned, and organized by the Federal Women's Program Committee of the Denver Federal Executive Board headed by Betty Higby, Superintendent of the U.S. Mint in Denver. Mem-

bers of the planning group, chaired by Ms. Joann Temple Dennett of the National Center for Atmospheric Research, included: Patricia Clark of the Air Force Accounting and Finance Center; Geraldine Brady, General Services Administration; and Janice Cavaliere, National Oceanic and Atmospheric Administration.

A substantial part of the three-day program was devoted to study groups, workshops and discussions. As a result of the interaction and exchange of ideas, the following Conference resolution was passed: "Be it resolved that inconsistencies in federal policies and

laws negatively affecting the employment of women be identified and explored." This and other pithy resolutions passed by the Conference, covering a variety of subject matter areas such as projects for assessing the impact of the Veterans' Preference Act on the hiring and retention of women in the Federal service and the FEB's role in community child care projects will be submitted to each FWP Committee or Policy Committee of the FEB for possible endorsement and/or inclusion in FY 1974 work plans. To further FEB FWP involvement, various FEBs were assigned topics to research and expand for the development of a FWP coordinators handbook.

The diversity of the participants (10% at the Conference were non-government and 25% were non-federal) was also reflected in the range of speakers who came from many different sources. Welcoming remarks were given by David Harrison, Chairman of the Denver FEB, and Eve Homener, Mayor of Aspen. Speakers included, among others, Jayne Baker Spain, Vice Chairman of the U.S. Civil Service Commission; Jacqueline Gutwillig, Chairman of the Citizens' Advisory Council on the Status of Women; General Jeanne Holm, Director, Women in the Air Force; Wilma Scott Hale, President, National Organization for Women; Frances "Sissy" Ahrenthold, Texas Southern University; Dr. Dorothy Scott, U.S. Steel Corporation; and Helene S. Mark, Director, Federal Women's Program, U.S. Civil Service Commission.

For an information package on the first National Federal Executive Board/Federal Women's Program Conference, contact Janice Cavaliere, R577 Publications, Environmental Research Laboratories, National Oceanic and Atmospheric Administration, Boulder, Colorado 80302.

Award Winners Meet the President



President Nixon, receiving this year's Federal Woman's Award winners in the White House, indicated that he would like to quadruple the number of women in high government posts during the next four years. Pictured with the President in the Oval Room are Mrs. Bernice Bernstein, H.E.W.; Dr. Marguerite Chang, Department of the Navy; Miss Janet Hart, Board of Governors of the Federal Reserve System; Dr. Marilyn Jacox, Department of Commerce; Dr. Isabella Karle, Department of the Navy; and Mrs. Marjorie Townsend, NASA.

Also present at the White House visit were Patricia Reilly Hitt, Assistant Secretary for Community and Field Services, H.E.W., and Chairman of the Board of Trustees of the Federal Woman's Award; Jayne B. Spain, Vice Chairman of the Civil Service Commission; Anne Armstrong, Counselor to the President; Barbara Franklin, Staff Assistant to the President; and Julia M. Lee, Vice President, Woodward and Lothrop.

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1973 FEDERAL WOMAN'S AWARD WINNERS:

Six Talented Professionals

The Federal Woman's Award has a threefold purpose: to give public recognition to outstanding women in Government service, to call public attention to the many kinds of important work that women are doing, and to interest talented young women in pursuing Federal careers. The award program is administered by an independent Board of Trustees having no official connection with the Government. The Judges for the 1973 Federal Woman's Award were Dr. Philip A. Abelson, President, Carnegie Institution of Washington; Honorable Martha W. Griffiths, Member of the United States House of Representatives; Mrs. Mary D. Janney, President, Washington Opportunities for Women, Inc.; Mr. John H. Johnson, Founder and President, Johnson Publishing Company, Inc.; and Mrs. Mary J. Roebing, Chairman of the Board, National State Bank, Trenton, New Jersey.

Six Government career women have received the 13th annual Federal Woman's Award. The winners are being honored for their outstanding contributions to the career service of the Federal Government, for their influence on Government programs, and for their distinguished personal qualities.

Short sketches of the six winners and excerpts from their speeches given at the Federal Woman's Award Banquet follow:

• **Isabella L. Karle** is a research physicist with the Department of the Navy responsible for initiating and executing new research into the basic structure of matter. Employed at the Laboratory for Structure of Matter, Naval Research Laboratory, in Washington, D.C., she is engaged in determining the atomic and molecular arrangements in complex materials, particularly those of biological importance. Dr. Karle's entire Government career, which began in 1946, has been with the Naval Research Laboratory.

"My field of research is one in which the arrangement of atoms in a wide variety of substances is determined. . . . The question arises concerning the circumstances that have attracted women to this field. The answer must be that they were strongly self-motivated, but, in addition, must have found encouragement somewhere along the path of their intellectual development. It is very important in our advanced society that the paths to technical careers be kept open and, in particular, that talented young men and women be encouraged."

• **Marjorie Rhodes Townsend** is an electronics engineer and is the only woman to manage a United States satellite program. Employed at the Goddard Space Flight Center, National Aeronautics and Space Administration, since 1959, she is the project manager of the Small Astronomy Satellite program. This project involved the first U.S. Satellite to be launched by a foreign country (Italy), the first orbiting X-ray satellite, and the first such satellite to be devoted exclusively to the study of X-rays in galactic and intergalactic space. It has provided the first complete picture of the sky in X-rays resulting in a major advance in astronomy.

"Tonight, as a career employee of the Federal Government, I am given a great honor. But almost twenty-five years working for Uncle Sam has given me a lot more. It has given me an interesting—no, a fascinating—life on the forefront of research from the bottoms of the oceans to the reaches of outer space. With its liberal leave policy, it has permitted me to have four children plus the mumps and various other diseases that my sons brought me home from school, all without taking any leave without pay. The Government has sent me to various places in the continental United States and to Bermuda, England, France, Switzerland, Italy, Uganda and Kenya as well. It has broadened my education, both formally and informally, with university and on-site courses as well as continuous on-the-job training."



• **Janet Hart (Mrs. Harry Sylvester)** is Assistant Director, Division of Supervision and Regulation, Board of Governors of the Federal Reserve System. A recognized expert in securities credit regulation, a complex and difficult area of regulatory law, Miss Hart is the Board's principal specialist in the securities credit field. She advises the Board on the formulation of policy, on proposed legislation, and in drafting and implementing regulations.

"My daughter tells me that nowadays, women are rethinking their self-images and coming to see themselves as people, each of whom is conditioned by her own individuality and not by the expectations society has traditionally imposed upon her sex. Whether she decides to stay home and take care of the house, or to go out and practice a profession, she will do it because she has the inner emotional security to do what she wants to do. If she must work, she will not feel guilty if she fails to conform to a pattern in which women are expected to be homemakers first of all."



• **Marguerite S. Chang** is a research chemist and inventor whose work has significantly advanced the state-of-the-art of propellant chemistry and technology. Her present research in the Naval Ordnance Systems Command, Department of the Navy, is concerned with developing new missile and rocket propellants, improving propellants in efficiency of operation and personnel safety, and in achieving better quality control in the manufacture of propellants. She presently has eight inventions being processed for patent applications.

". . . In 1949, when the Communists took over Mainland China, my husband and I lost all financial support and we were faced with the choice of remaining here in difficult straitened circumstances or returning to China. Our decision to remain in the United States was instantaneous. I had learned to accept and enjoy all of my new responsibilities. We have never regretted our decision. . . . Tonight, I am on top of the world. I feel much gratitude for the opportunities I have enjoyed here in this country. I only hope that my work will continue to be a credit to the United States—and to all peoples everywhere."



• **Bernice Lotwin Bernstein** is an attorney and executive who administers the widespread operations of the Department of Health, Education and Welfare for New York, New Jersey, Puerto Rico, and the Virgin Islands, an area with a population of about 30 million. As Director of HEW's Region II, she has achieved a high degree of coordination and cooperation among Federal and local governments and voluntary agencies concerned with the complex problems of health, education, and welfare. She has been Director of Region II since 1966 and presently is the only woman regional director in HEW.

"I suggest that in part, we are being honored tonight because we have cherished the opportunities that Federal service has provided, opportunities for achievement and fulfillment, opportunities to serve all the people of these United States, opportunities to work with and be stimulated by many outstandingly able and rare quality people who are striving to improve the effectiveness and efficiency of our Federal Government's Administration. The very diversity of each of our roles in the Federal service illustrates the magnitude of the opportunities that are open to us."



• **Marilyn E. Jacox** is a research chemist at the National Bureau of Standards, Department of Commerce, and an internationally recognized researcher in intramolecular phenomena—specifically ionic interactions. Her pioneering work has enabled scientists to trap these fast-moving particles in concentrations suitable for determining their arrangements and for investigating previously unknown aspects of their behavior. She has also made contributions to the study of planetary atmospheres which have produced valuable information for United States space explorations. Dr. Jacox joined the National Bureau of Standards in 1962, and her work has established the National Bureau of Standards as the world's leading laboratory in the complex study of free radical chemistry.

"I should like to reflect on the greatest pleasure of all—that associated with meeting the challenge imposed by Mother Nature and adding tiny pieces to her gigantic jigsaw puzzle which portrays the blueprint of our universe. The thrill associated with the first conception of a research project, with that first experiment in which the promise of success is recognized, and with that final experiment in which another portion of the jigsaw puzzle falls into place is great, indeed—and one which I wish that all of you could share. But even greater is the satisfaction of having made an enduring contribution to the body of scientific knowledge which may enrich our lives in ways as yet undreamed. To this I aspire."

Action Lines

→ Federal Women's Program Coordinators and Equal Employment Opportunity officials from Federal and State agencies throughout New England attended a "RAP" session sponsored by the Women's Opportunity Subcommittee of the Boston Federal Executive Board. Ninety-three people participated in the day-long affair held on January 17, 1973. Focusing on traditional barriers to success, the RAP session participants discussed ways the Federal Women's Program can work to correct injustices and aid women in their career pursuits.

Keynote speaker, Helene S. Markoff, Director of the Governmentwide Federal Women's Program, U.S. Civil Service Commission, discussed the many problems in setting up a Federal Women's Program Committee. Following her speech, the Federal Women's Program Coordinators in the group described the projects with which they were involved and exchanged ideas for furthering the Federal Women's Program in New England.

→ Susan Shirley Carter, who joined the Foreign Service in 1963, is the first woman to be appointed as a Diplomatic Courier with the Department of State. Beginning a two-year excursion tour, Ms. Carter is assigned to the Washington Regional Diplomatic Courier Office and is responsible for the carrying of diplomatic pouches containing sensitive and urgent documents to various diplomatic and consular posts in the Western Hemisphere area and the Coast of Africa.

Resource Review

- A valuable reference for Federal Women's Program Coordinators (and other interested people) who need basic information on day care such as: statistics on working women with children, legislation on day care, and day care programs already in existence in the Federal government and in private industry is "Day Care Facts," (Pamphlet 16 [rev.] 1973), a publication of the Women's Bureau, Department of Labor. A copy may be obtained by writing the Superintendent of Documents, United States Government Printing Office, Washington, D.C. 20402. Cost is 40¢ per copy.

- A useful listing of available reference material on day care can be obtained from the Day Care and Child Development Council of America, Inc. Called "Resources for Day Care," it is updated every few months and all publications mentioned are available from the Council itself. For a free copy, contact the Day Care and Child Development Council of America, Inc., 1401 K Street, N.W., Washington, D.C. 20005.

- "A Guide for Affirmative Action" is recommended reading for all Federal employees involved in activity affirmative action plans. Published by the U.S. Civil Service Commission to provide assistance to state and local governments in the development of their equal employment opportunity programs, the pamphlet includes chapters on top level support, job structuring and upward mobility, recruiting, selection, appointment and placement, training and education, work environment, and program evaluation. The types of affirmative action suggested are consistent with merit principles. To obtain a free copy (request booklet BIPP 152-5) write to the Distribution Unit, Room B431, Civil Service Commission, 1900 E Street, N.W., Washington, D.C. 20415.

- The 1971 *Study of Employment of Women in the Federal Government* is on sale by the Superintendent of Documents, United States Government Printing Office (Publication SM 62-07). The report presents the status of women with respect to full-time white-collar employment by agency, grade level, geographic area, occupational group and category as of October 31, 1971. Comparisons are made with October 31, 1970 data. Since the use of statistics is one important way of measuring progress, this should be a basic reference for all Federal Women's Program Coordinators and EEO officials.

→ Selected as one of the nine recipients of the Presidential Management Improvement Awards, (the highest awards granted annually under the Governmentwide Management Improvement Program) the Department of State's Ad Hoc Committee to Improve the Status of Women was cited for its initiatives to effect reforms of personnel policies on recruitment,

training, assignment, and promotion of women. The Ad Hoc Committee is a voluntary group composed of the Department of State, United States Information Agency and the Agency for International Development staffs working toward constructive action on the status of women in foreign affairs agencies.

Portland FEB Holds Seminar

During October and November 1972, the Portland Federal Executive Board, acting through its Minority Business and Equal Employment Opportunity Committee, cosponsored with the Continuing Education Division of the Oregon State System of Higher Education, a brown bag or lunch-and-learn seminar series for civil service women. The sessions focused on (1) the new Federal Equal Employment Opportunity regulations and Executive Orders; (2) creating an image for women of self-respect and self-worth through self-evaluation; (3) means for alleviating identified barriers both inside and outside Federal service; and (4) working on ways to set up communications between women in various government agencies.

The Portland Federal Executive Board-sponsored seminar included 240 persons, ranging in grade level from GS-2 to GS-12, from 39 different agencies and was scheduled for a six-week period, with three sessions per week to meet the demand.

As the intent of the seminar was to expose participants to various points of view, the speakers were selected from Federal women who had overcome barriers to advancement and from individuals outside the Federal Government who spoke on utilization of womanpower, psychology of women and traditional barriers. This was done with the hope that the participants would assimilate this information, evaluate what they were receiving, put it in order in relation to themselves, and utilize it as a basis for action planning in areas they identified as being significant.

Because of the popularity of the seminar series, plans were made to hold a similar seminar in 1973.

Spotlights on FWP

How is the Federal Women's Program being publicized by field installation Coordinators? One method is being tried by Dorothy Cohen, the Federal Women's Program Coordinator for Region VII of the Department of Health, Education and Welfare. KEEPING IN TOUCH (KIT), a newsletter published on an "irregular" basis, is aimed at both women and

First Foreign Policy Spokeswoman at State



Simone A. Poulain, (pictured above) became the first woman to act as official spokeswoman for the United States Government in foreign policy affairs when she conducted the State Department's daily briefing for newsmen earlier this year.

Ms. Poulain has served in the Department's Public Affairs and Press offices since 1951. In 1964 she was detailed to the White House to serve on Mrs. Lyndon Baines Johnson's

staff for five years.

She also served overseas in Copenhagen in 1968 and has been a Public Information officer in the State Department's Press Office since 1970.

Ms. Poulain, who specializes in liaison with TV networks and various news organizations, handled a wide range of questions at her first briefing. Her performance elicited an enthusiastic round of applause from the predominantly male audience.

* * *

Chemist Receives Second Honor

Dr. B. Jean Apgar, a Research Chemist at the U.S. Plant, Soil, and Nutrition Laboratory, Agricultural Research Service, U.S. Department of Agriculture, Ithaca, N.Y., has been named one of ten winners of the Arthur S. Flemming Awards. The awards are given each year to honor outstanding individuals under forty years of age in the scientific and administrative fields of the Federal Government.

Dr. Apgar was cited for her outstanding contributions in the field of trace mineral nutrition. Her studies in zinc have shown that deficiencies in this mineral, which slows the healing process, are suspect in the case of arteriosclerosis and cause reproductive problems in animals and humans.

In 1970 Dr. Apgar won the Federal Woman's Award for her contributions to the understanding of Ribonucleic acid (RNA).

Dr. Apgar holds B.A. and B.S. degrees from Texas Women's University and M.S. and Ph.D. degrees in biochemistry from Cornell University.

men in the Kansas City area. The first issue includes: information on the Federal Women's Program; educational opportunities in the area; current books on the role of women; women's organizations in the area and how to obtain further information about them. Interested readers are urged to submit their own ideas and resources. For a sample copy of KEEPING IN TOUCH, contact Dorothy Cohen, Federal Women's Program Coordinator, Department of Health, Education and Welfare, Kansas City, Missouri.

Another method is being utilized by Vera Brown, agency level Federal Women's Program Coordinator at the Department of Health, Education and Welfare. In every issue of the official "HEW Newsletter", there is an information box containing facts and statements on the Federal Women's Program or on women in the workforce, in education, and in the economy. Offering advice to those Coordinators who would like to try a similar approach for their activity publication, Vera Brown suggests the use of a distinctive masthead to catch the eye and placing the insert on the same page and column in every issue.

fact sheet no.3

FULL-TIME WHITE COLLAR EMPLOYMENT BY OCCUPATIONAL GROUPS IN THE FEDERAL GOVERNMENT

Occupational Group	All Agencies Employment Total	All Areas 31 October 1971	
		Number Women	%
Miscellaneous Occupations	44,157	1,866	4.2
Social Science, Psychology	35,494	9,855	27.8
Personnel Management	36,318	20,516	56.5
General Administration	434,854	299,416	68.9
Biological Sciences	43,197	2,772	6.4
Accounting and Budget	106,111	51,673	48.7
Medicine, Dentistry, Pharmacy	98,827	54,908	55.6
Veterinary Medicine	2,325	32	1.4
Engineering and Architecture	150,406	1,709	1.1
Legal and Kindred	46,646	23,082	49.5
Information and Arts	19,371	5,797	29.9
Business and Industry	64,851	14,741	22.7
Copyright, Patents	1,716	122	7.1
Physical Sciences	44,448	3,996	9.0
Library and Archives	8,449	5,308	62.8
Mathematics and Statistics	13,831	5,424	39.2
Equipment, Facilities, Services	16,882	345	2.0
Education	28,896	11,166	38.6
Investigation	43,632	1,458	3.3
Commodity Quality Control	20,112	449	2.2
Supply	69,218	28,988	41.9
Transportation	41,548	6,601	15.9
TOTAL*	1,371,289	550,224	40.1

*See Fact Sheet #4 for U. S. Postal Service Statistics. Excludes 22,500 employees in agencies with fewer than 2,500 employees. Of the 22,500, approximately 44% or 9,850 are women. Excludes foreign nationals overseas.

CLIP AND SAVE

fact sheet no.4

FULL-TIME WHITE COLLAR EMPLOYMENT BY OCCUPATIONAL GROUPS IN THE U.S. POSTAL SERVICE

Occupational Group	Employment Total	April 1972 Women	
		Number	%
Miscellaneous Occupations	1,486	130	8.7
Social Science, Psychology	64	5	7.8
Personnel Management	3,141	829	26.4
General Administration	10,673	4,098	38.4
Accounting and Budget	4,965	955	19.2
Medicine, Dentistry, Pharmacy	16	10	62.5
Engineering and Architecture	740	4	.5
Legal and Kindred	153	27	17.6
Information and Arts	164	14	8.5
Business and Industry	320	47	14.7
Physical Sciences	14		.0
Library and Archives	8	7	87.5
Mathematics and Statistics	27	15	55.6
Equipment, Facilities, Services	744	6	.8
Education	588	46	7.8
Investigation	45	2	4.4
Commodity Quality Control	3		.0
Supply	240	5	2.1
Transportation	995	4	.4
Postal	618,222	116,734	18.9
TOTAL*	642,608	122,938	19.1

*Excludes foreign nationals overseas.

fact sheet no.5

The following listing illustrates some selected occupations (professional category only) where growth is evident by a comparison of the 1966 Federal population with the 1971 Federal population.

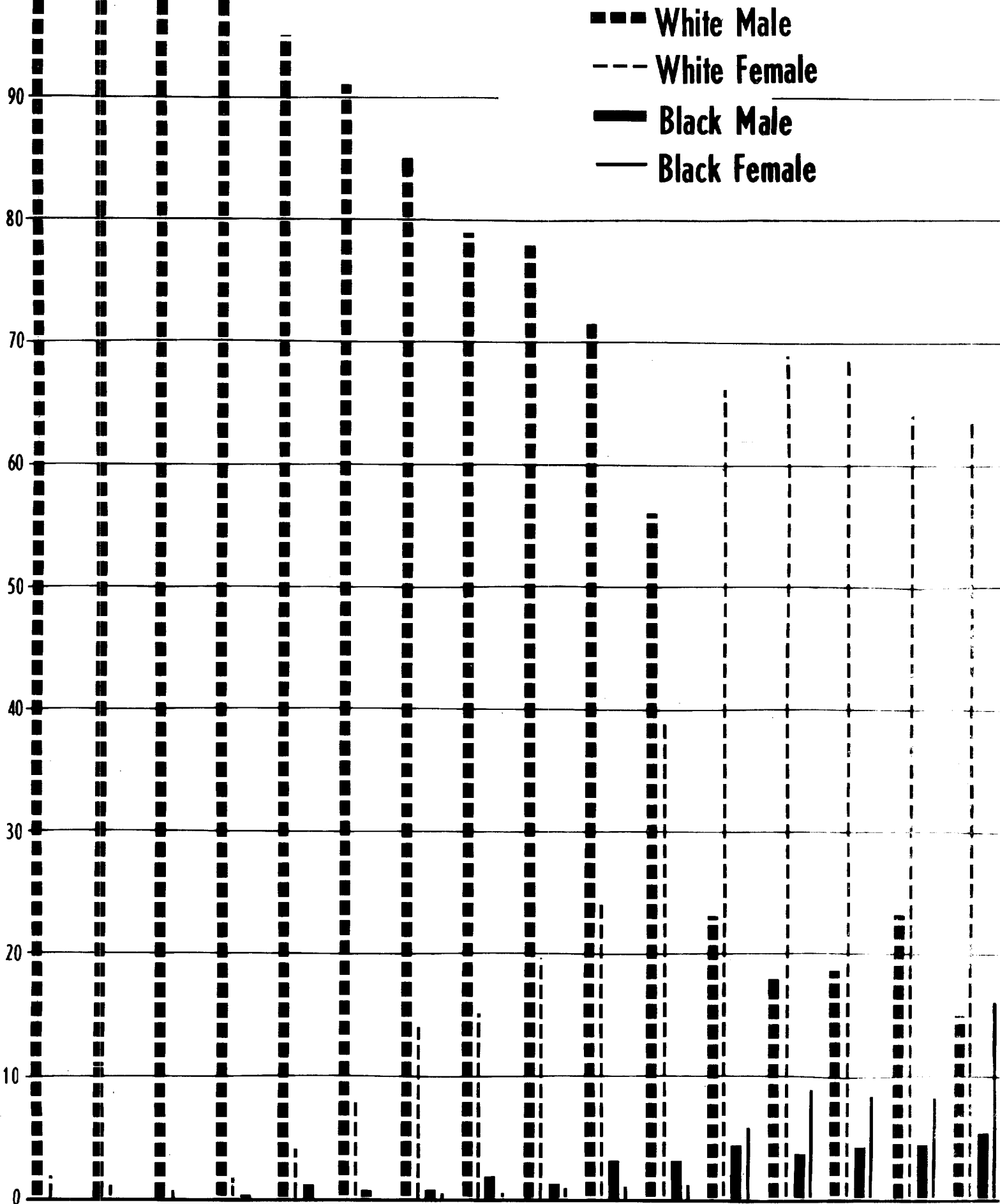
Selected Occupation (Professional Categories only)	1966		1971	
	No. of Women	% of Occupation	No. of Women	% of Occupation
Urban Planning	10	5.7	25	9.5
Social Insurance Administration	3,253	33.7	4,305	38.2
Manpower Development	47	13.7	322	25.2
Administrative Officers	2,809	29.7	2,978	35.7
Budget Administration	2,089	32.9	2,725	37.4
General Health Science	22	15.0	150	22.6
Pharmacist	55	4.8	94	7.4
Hospital Administration	6	1.8	11	2.5
Food and Drug Inspector	18	2.1	46	7.2
Architecture	33	2.3	39	2.7
Law Clerks	0	.0	53	13.4
Contact Representatives	257	20.0	290	24.5
Museum Curator	28	19.7	46	27.2
General Business & Industry	243	9.8	573	13.9
Loan Specialist	204	8.5	339	12.3
Internal Revenue Officer	141	2.3	336	5.4
Realty	218	7.6	330	12.1
Food Technology	12	10.9	19	14.0
Mathematical Statistician	78	15.1	158	19.5
Customs Marine Officer	13	10.3	38	26.4
Import Specialist	0	.0	201	17.5
General Supply	632	12.4	813	16.3
Transportation Operations	37	3.5	57	6.3

The above listing still indicates much room for improvement, in spite of the growth demonstrated in the five year period, but fair consideration must be given to the parameters of a merit system and the availability of women in specialized professions in the nation at this time. The federal government actually leads the way in employment of women in such professions as:

	Federal Government % of Women (1971)	U.S.A. (1) Approx. % of Women
Personnel Work	56.5	25
Physicians	7.8	7
Mathematics	20.1	10
Actuary	13.5	3
Chemists	15.5	7
Attorneys	6.3	3

¹ "Occupational Outlook Handbook," 1972-73 edition, U.S. Department of Labor, Bureau of Labor Statistics, Bulletin 1700.





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