

ER 5-016 2

CONFIDENTIAL Committees - CSB 1953

**MEMORANDUM FOR:** Chairman, CIA Career Service Board

**SUBJECT:** Report of the Panel on Career Service for Women

1. The Report of the Panel on Career Service for Women reflects careful, methodical and objective study. It was gratifying to note that the Panel passed up the opportunity to take what would have been the easier course of starting its job with the assumption that women were the victims of an Agency pattern of discrimination. On the contrary, the Report points out that both with respect to percentage of women employed and the average salary paid to women, the Central Intelligence Agency ranks far above the general Federal figures.

2. This Office subscribes entirely to the idea that wherever women can meet qualification requirements for positions, and there are no substantial technical or physical specifications to the contrary, selection should be based solely on superiority of qualifications, regardless of whether persons considered are female or male. This policy will be emphasized to the components of the DD/A organization.

3. The most objective application of a policy such as that mentioned in the foregoing paragraph cannot operate oblivious to the general patterns which are implicit in our social environment. Most women, except those who remain unmarried, find it necessary to adjust, or to be ready to adjust, their employment plans to circumstances confronting the family unit, such as the need to move to other areas because of the husband's own employment situation.

4. It is recommended that the Chairman, CIA Career Service Board commend the Panel for what appears to be an eminently fair presentation of the problem, and that he inform the Panel that its recommendations merit and will receive careful study.

/S/

L. K. WHITE  
Acting Deputy Director  
(Administration)

SA/DD/A;DCK:dh (23 Dec 1953)

Distribution:

O&I - Addressee

2 - DD/A Chrono

1 - DD/A Subject