

REMARKS BY
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There is a quiet revolution going on in this country. There is a tidal wave of qualified women who are entering the work force in record numbers. More than half of all American women now work, a significant shift from 20 years ago. My own experience is a testament to this very real change.

And I must say, I can identify with the frustrations Marjorie Karowe must have felt when, as a young attorney, she stood before the bench to enter a not guilty plea on behalf of her client, a man accused of a minor crime. "Well, who are you?" The Judge demanded, "his mother?"

Today, Marjorie Karowe is a partner in a New York law firm and a former president of the Women's Bar Association of the State of New York.

I can identify, too, with Sandra Day O'Connor, who -- upon completing law school -- was offered a job as a legal secretary and, of course, went on to break the type -- as the first woman appointed to the U.S. Supreme Court.

I remember vividly a day in September 1962 when I entered Harvard Law School, one of 25 women in a class of 550 eager students. I'll never forget being accosted by a male classmate on my very first day at Harvard, who demanded to know what I was doing there.

"Don't you realize," he said in tones of moral outrage, "that there are men who'd give their right arm to be in this law school? Men who would use their legal education?" Obviously, he felt I was taking the place of a man. And come to think of it, some may have felt that way when I became Secretary of Transportation.

Today, 66 percent of women with children between the ages of 6 and 17 work. The number of women receiving masters degrees in Business Administration has soared by 2400 percent in the last decade alone. In my own experience, I have seen the number of women entering Harvard Law School increase from 4 percent when I was there in 1962, to almost 40 percent today.

Yes, much has changed since then and the impact of this change has been tremendous. And more of the same is in store. For as our economy evolves from its traditional reliance on smokestack industries, as we come to place our faith in services and communications and managerial skills, then women who were previously barred from steel mills and auto factories will find themselves in ever greater demand.

In the foreseeable future, we will hopefully even graduate from the misguided perfectionism best described by author and social critic Marya Mannes, who wrote: "Nobody objects to a woman being a good writer or sculptor or geneticist if, at the same time, she manages to be a good wife, a good mother, good-looking, good-tempered, well-dressed, well-groomed and unaggressive."

Let us hope this double standard is about to go the way of hoop skirts and horseless carriages. In the years ahead, America must wake up to the fact that the very interpersonal skills of consensus building, mediating, moderating and dealing effectively with people -- skills that studies and surveys have historically identified as predominant in women -- are the building blocks of this post-industrial society. It's the management of people and not the management of machinery or materials that will be crucial.

-- And let me say, I believe the very concept of the role model may be endangered and rightfully so. For the line separating role models and tokens is a thin one. The role model is a logical by-product of a society unwilling to utilize fully the talents of all its women, and thereby eager to enshrine and celebrate those few it entrusts with meaningful task.

-- The increasing number of career women has focused us in on a number of issues. We've been addressing pension reform, tax credits for child care, and due to increased divorces, stronger enforcement of child support laws.

-- Let me make it clear -- I think women should be able to choose their role. There is no more challenging role than homemaker and mother. But if she chooses a career, she should be able to go to the top.

-- It is the evolving nature of the work force, an increasing acceptance that one's sex or race or creed need play no part in an individual's opportunities, which has contributed to my own good fortune in public service.

Today, women throughout society are grappling with tough issues as they do what was once considered men's work. For example, at Transportation, I am dealing with questions ranging from the safety of our nation's roads to the heights our commercial space industry can reach. I feel I've found my own little footnote in history at the Department. I am the first woman to head a branch of the armed services, for the Coast Guard comes within my responsibilities.

As the first woman Secretary of Transportation, I feel a strong commitment to needed changes within the Department. In fact, when I first arrived, I asked how many of our employees were women. I was told 19 percent. Then I asked, what was the percentage when the Department was established in 1967? The answer: 18.5 percent. What's more, women in upper grade positions made up only one percent of the entire Department's

work force. It didn't take long for us to design a program to change all that. Now we are helping more women enter our work force, and we're preparing more women than ever before to assume managerial responsibilities and expand existing skills. For example, we are helping women enter the air traffic controller field -- a traditionally male profession --- and move into higher paying jobs. And we are working to enable employees in the lower grades --the large majority of whom are women -- to enter career fields with greater opportunities.

In a Department of over 100,000 people, that vision of change is indeed a challenge -- it takes many women to move that female percentage up even one point. But I am totally committed to the task.

And certainly change is the key word in transportation today.

-- Transportation = \$800 billion industry. Issues very forward looking. \$27 billion budget. Responsibilities cover everything that moves.

-- Voice of deregulation -- FTC

- Air - saved \$10 billion for traveling public
- Demise of CAB - first to lose luggage
- Space transportation - you will be one of first to go up in space
- Truck deregulation -
- RR Regulation: 20,000 contracts: ability to change rates and routes to meet competition. Hold off efforts to re-regulate.
- Sale of Conrail
- 1981: Congress directed that plan be submitted
- 1982: Investment banker retained
- 15 bidders - Limited to 6 - then 3
- Criteria: Preserve strength of railroad financially
 - Preserve shipping patterns
 - Maximize return to taxpayers
- NS: Willing to write check for \$1.2 billion - covenants
 - Highest operating and maintenance standards
 - Business Management skills
- Justice Department reviewed (the not required) 6 month study - where 3 railroads will be 3
 - No lessening of competition, quantitatively or qualitatively
 - must sign off - concept of privatizing
- Alaska Railroad -
- National and Dulles Airports - why should Secretary of Transportation determine salaries of police, etc? Commission: Don't tell me whether, but how, to transfer.
- Safety will in no way be diminished
- White gloves, more inspectors
- NAS Plan
- 92% of fatalities on highways
- Rehabilitation of Highways
- Design of Car: High mounted stop lamps

- Behavior of driver - seat belts: Mandrell
- 208 Rule
- Age 21 - Drinking & Driving: Michael Jackson
- Joy of public service -- chance to make a difference

One of the greatest Americans was a woman who knew great adversity, yet one whose spirit and example inspired millions. Her name was Helen Keller-- and she summed up her philosophy in a single sentence. "One can never consent to creep," she said, "when one feels an impulse to soar."

We have an impulse in America to soar--to achieve new heights and to go as far and rise as high as our national will and competitive skills will take us. The best is yet ahead for America. I look forward to sharing that future with you. I wish you all the best as you complete your studies.

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