

TALKING POINTS FOR
SECRETARY ELIZABETH HANFORD DOLE
BETTY HEITMAN'S RECEPTION FOR WOMEN EXECUTIVES
MAY 2, 1985

* DELIGHTED TO FIND MYSELF IN COMPANY OF NATURAL ALLIES IN AMERICA'S "QUIET REVOLUTION" -- TIDAL WAVE OF QUALIFIED AND TALENTED WOMEN WHO HAVE ENTERED AMERICA'S WORK FORCE IN RECORD NUMBERS OVER THE PAST YEARS.

* LOOKING OVER MY SHOULDER TO 1962 WHEN I ENTERED HARVARD LAW SCHOOL, ONE OF 25 WOMEN IN A CLASS OF 550. I NEVER FORGOT A MALE CLASSMATE, ON MY VERY FIRST DAY, DEMANDING TO KNOW WHAT I WAS DOING THERE.

* "DON'T YOU REALIZE," -- TONE OF MORAL OUTRAGE -- "THERE ARE MEN WHO'D GIVE THEIR RIGHT ARM TO BE IN THIS LAW SCHOOL? MEN WHO WOULD USE THEIR LEGAL EDUCATION." INFERENCE WAS I WAS TAKING PLACE OF A MAN. COME TO THINK OF IT, SOME MAY HAVE FELT THAT WAY WHEN I WAS APPOINTED SECRETARY OF TRANSPORTATION.

* WHEN I FINISHED LAW SCHOOL IN 1965, ONLY 30 PERCENT OF WOMEN

WERE IN THE WORK FORCE. TODAY, JUST 20 YEARS LATER, SOME 53.6 PERCENT ARE WORKING. THE STATISTICS ARE EVEN HIGHER -- 68.2 PERCENT OF WOMEN WITH CHILDREN BETWEEN THE AGES OF 6 AND 17 ARE IN THE WORK FORCE. THE INCREASED DIVORCE RATE MEANS A GROWING NUMBER OF WORKING MOTHERS RAISE THEIR CHILDREN ALONE. IN THE LAST DECADE, THERE HAS BEEN AN INCREASE OF 49 PERCENT IN SINGLE HEADS OF HOUSEHOLD, MOST OF WHOM ARE WOMEN.

* DURING PRESIDENT REAGAN'S FIRST TERM, HE ASKED ME TO JOIN A GROUP TO LOOK AT PROBLEMS OF WOMEN TODAY AND LET HIM KNOW WHAT SHOULD BE DONE ABOUT THEM.

* AS A RESULT, THE PRESIDENT IS HELPING ASSURE ECONOMIC EQUITY AND LEGAL EQUITY FOR WOMEN, SIGNED INTO LAW STRENGTHENED ENFORCEMENT MEASURES FOR CHILD SUPPORT LAWS AND REMEDIES INEQUITIES IN PENSION

LAWS.

-- ADDRESSING NEEDS OF ELDERLY WOMAN, WHO HAS DEVOTED HERSELF ENTIRELY TO THE ROLE OF MOTHER AND HOMEMAKER --PERHAPS THE MOST AMBITIOUS AND IMPORTANT OF CAREERS -- SAME WOMAN WHO FINDS SHE IS IN THE FASTEST GROWING SEGMENT OF THE POOR IN AMERICA TODAY HELPED TO CHANGE SOCIAL SECURITY LAWS TO EQUALIZE BENEFITS FOR WIDOWS AND WIDOWERS.

-- DETERMINED TO ENFORCE LAWS TO ENSURE ECONOMIC EQUITY FOR WOMEN. SUPPORTING WOMEN'S RIGHTS IN COURT CASE AFTER COURT CASE -- WINNING THE LARGEST RECOVERY EVER IN AN ANTI-DISCRIMINATION COMPLAINTS AGAINST A PUBLIC EMPLOYER.

-- 50 STATES PROJECT TO IDENTIFY AND CORRECT DISCRIMINATORY LAWS AND REGULATIONS AT THE STATE LEVEL.

* PRESIDENT'S FIRST TERM BROUGHT VERY SIGNIFICANT TAX RELIEF AND REFORM: LOWER RATES, INDEXING AND NOTABLY FOR WOMEN:

- VIRTUAL ELIMINATION OF ESTATE TAX;
- IMPROVED IRA OPPORTUNITIES FOR HOMEMAKERS; AND,
- NOW EASIER THAN EVER TO DEDUCT CHILD CARE COSTS THROUGH 1040A SHORT FORM.
- INTEREST RATES SLICED IN HALF;
- DOUBLE DIGIT INFLATION BANISHED;
- MORE THAN 7.6 HAVE FOUND NEW JOBS SINCE THE RECOVERY STARTED.

* PRESIDENT'S SECOND TERM HAS POWERFUL MANDATE AND FORMIDABLE CHALLENGE OF ECONOMIC REFORM YET TO BE COMPLETED.

* WOMEN ARE ESPECIALLY VULNERABLE TO THE DISASTROUS CONSEQUENCES

THAT WILL FLOW IF WE DO NOT GET GOVERNMENT SPENDING UNDER CONTROL.

* WOMEN CAN DO NOTHING MORE IMPORTANT FOR THEMSELVES AND THEIR FAMILIES THAN TO SUPPORT THE WHITE HOUSE/SENATE TAXPAYERS PROTECTION PLAN.

* WOMEN IN 1962 DID A LOT OF WONDERING. WE WONDERED IF THERE WOULD BE JOBS WHEN WE GOT OUT OF SCHOOL. WE WONDERED IF WE WOULD BE ACCEPTED BY THE MASCULINE DOMAIN OF THE LEGAL WORLD, WHERE LAW BOOKS AND LEATHER CHAIRS ALIKE TENDED TO BE RESERVED FOR "OLD BOYS," WHATEVER THEIR AGE.

* TODAY'S GRADUATING WOMEN HAVE LESS TO WONDER ABOUT. THEY HAVE MUCH MORE TO WORK TOWARD. IN FACT, THE HARVARD LAW CLASS IS NOW ALMOST 40 PERCENT FEMALE.

* YES, WOMEN OF ACCOMPLISHMENT, SUCH AS YOU IN THE HUMAN

RESOURCES FIELD, HAVE MADE PROGRESS SINCE 1962, BUT EVEN NOW, TOO MANY AMERICANS PRACTICE A SUBTLE FORM OF DISCRIMINATION. IT'S MORE INSIDIOUS THAN VERBAL PREJUDICE; IT'S CALLED PATRONIZATION, AND IT UNDERCUTS WOMEN JUST AS SURELY AS THE OLD BARRIERS OF LAW AND CUSTOM.

* SOCIAL CRITIC MARYA MANNES PUT IT BEST, I THINK, WHEN SHE WROTE THE FOLLOWING: "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."

* IN OTHER WORDS, IN TODAY'S SOCIETY WE ARE FACED WITH THE TYRANNY OF PERFECTION. YOU, TOO, CAN BE TREATED THE SAME AS A MAN - - SO LONG AS YOU OUT-PERFORM HIM. FOR ALL OUR GAINS, ROADBLOCKS

STILL REMAIN ON THE PATH TO PROSPERITY AND JOB SATISFACTION. LARGE SEGMENTS OF OUR ECONOMY CONTINUE TO REGARD MILLIONS OF WOMEN AS CONSUMERS INSTEAD OF PRODUCERS.

WHEN I FIRST ARRIVED AT THE DEPARTMENT OF TRANSPORTATION, 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. TO CHANGE THAT, LAST YEAR WE BEGAN A TEN-POINT PROGRAM TO IMPROVE OPPORTUNITIES FOR WOMEN AT DOT. WE ARE PLEASED THAT THE NUMBER OF WOMEN AIR TRAFFIC CONTROLLERS IS INCREASING. WE ARE HELPING MORE WOMEN ENTER THIS FIELD THROUGH OUR PRE-DEVELOPMENT PROGRAM FOR FEDERAL EMPLOYEES -- THE LATEST CLASS IS

70 PERCENT WOMEN -- AND THROUGH OUR AIR TRAFFIC CONTROLLER PROGRAM FOR UNDERGRADUATE STUDENTS, WHERE WOMEN COMPRISE ALMOST HALF THE PROGRAM.

* DEPARTMENT COMPOSED OF OVER 100,000 PEOPLE. THAT VISION OF CHANGE -- INDEED A CHALLENGE -- TAKES QUITE A NUMBER OF WOMEN TO MOVE THAT FEMALE PERCENTAGE UP EVEN ONE POINT. BUT WE ARE TOTALLY COMMITTED TO THE TASK.

* IN POST-INDUSTRIAL SOCIETY LIKE OURS, IT IS MANAGEMENT OF PEOPLE, NOT MANAGEMENT OF MACHINERY AND MATERIALS THAT'S IMPORTANT. WOMEN, SURVEYS SHOW, POSSESS SKILLS IN MOTIVATING, MODERATING, MEDIATING AND DEALING WITH PEOPLE.

* I PREDICT THERE ARE BETTER TIMES AHEAD AS THE TIMES AND THE TALENTS MEET.

* RECALLING ONE OF THE GREATEST OF AMERICAN WOMEN. NEVER SAW VOTING BOOTH. NEVER HELD PUBLIC OFFICE.

* SPIRIT AND EXAMPLE INSPIRED MILLIONS. HER NAME -- HELEN KELLER -- AND SHE SUMMED UP PHILOSOPHY IN A SINGLE SENTENCE. "ONE CAN NEVER CONSENT TO CREEP," SHE SAID, "WHEN ONE FEELS AN IMPULSE TO SOAR." TODAY, HALF A CENTURY AFTER MISS KELLER SPOKE OUT, AMERICAN WOMEN ARE TRULY BEGINNING TO SOAR.

* THANK YOU AND GOD BLESS YOU ALL.

#