

TALKING POINTS FOR DELIVERY BY  
SECRETARY OF TRANSPORTATION ELIZABETH HANFORD DOLE  
AT THE WOMEN'S MANAGEMENT DEVELOPMENT PROGRAM --  
UPDATE TRAINING SESSION  
OCTOBER 16, 1985  
WASHINGTON, D.C.

DELIGHTED TO WELCOME SOME OF THE "PIONEERS" OF DOT'S WOMEN'S  
MANAGEMENT DEVELOPMENT PROGRAMS.

\* REMINDS ME OF THE STORY OF THE WASHINGTON CAB DRIVER --NATIONAL  
ARCHIVES BUILDING -- WHAT IS PAST IS PROLOGUE -- YOU AIN'T SEEN  
NOTHING YET.

\* IN MANY WAYS WOMEN'S PROGRAM -- 10-POINT PROGRAM IS AN  
EXPANSION OF THE PRINCIPLES YOU LEARNED YEARS AGO --INCREASED  
OPPORTUNITY CHANCE TO PROVE TO SELF AND EMPLOYER SKILLS ONE HAS.

\* HIGHLIGHTS:

-- SINCE OCTOBER 1983, OVER 550 IN UPWARD MOBILITY, GRADUATE  
CO-OP AND AIR TRAFFIC CONTROLLER JOBS.

-- AIR TRAFFIC CONTROLLERS -- DIFFERENCE IT'S MADE IN MY  
LIFE.

- PROFESSIONAL EXCHANGE PROGRAM -- INNOVATIVE; ALMOST 200 EMPLOYEES.
- 560 WOMEN TRAINED IN SEMINAR FOR PROSPECTIVE WOMEN MANAGERS.
- 10TH INITIATIVE: FIRST REGIONAL TRAINING PROGRAM NEXT MONTH IN ATLANTA FOR EMPLOYEES IN GRADES 5 THROUGH 10.
- \* SO MUCH UNTAPPED TALENT -- 18.5%, 19%, 23%.
- \* MULTIPLIER EFFECT -- ENTHUSIASM SPREADS.
- \* HAS SPAWNED NUMBER OF CREATIVE FORCES AT MODES -- E.G., NHTSA-- NUMBER OF SENIOR LEVEL WOMEN HAVE ESTABLISHED MENTOR PROGRAM. REMINDS ME OF EWG BURNT, OPPORTUNITY GREAT -- IF HAVEN'T EXPERIENCE YOU WILL -- SUPPORT GROUP IMP.
- \* COAST GUARD -- TAKEN OFF WITH NEW IDEAS OF THEIR OWN.

- \* DIDN'T EXPECT MY PROGRAM TO BE END ALL -- AND IT HASN'T BEEN.
- \* CONTINUES TO GROW -- REGULAR INPUT FROM WOMEN. NEW IDEAS ARE BEING ADDED. IN 2 WEEKS, 2-DAY INNOVATIVE TRAINING PROGRAM FOR 315 WOMEN WHO RECEIVED TRAINING SEVEN YEARS AGO -- NEED TO UPDATE SKILLS.
- \* NOT JUST TRAINING -- ONLY HELPFUL IF THERE'S SUPPORT AT TOP. MONITOR PROGRAM, TALK WITH MODAL ADMINISTRATORS ABOUT HIRING WOMEN IN SENIOR POSITIONS.
- \* IDENTIFIED 25 NEW POSITIONS FOR GS-10 AND BELOW TO MOVE FROM DEAD-END JOB TO MORE PRODUCTIVE REGIONAL OFFICES -- TRAINING (EXPEDITED) AND REMOVING SOME OF THE BARRIERS TO ENTRY.
- \* NOT LIMITED TO PROFESSIONAL RANKS -- OPPORTUNITIES AT EVERY LEVEL.

\* NEED YOUR CREATIVE SKILLS -- FUTURE SUCCESS DEPENDS ON YOU.  
 \* FOUNDATION -- THEN YOU GO FORWARD WITH SKILLS, ENERGY,  
 EDUCATION, DETERMINATION.

\* NEED YOUR CREATIVITY, INNOVATIVE INPUT.  
 \* OPPORTUNITY TO MAKE DIFFERENCE FOR PEOPLE -- APPRECIATE YOUR  
 CREATIVE IDEAS ON AGENDA FOR DEPARTMENT.

1) GOOD GOVERNMENT ISSUES:

- A) GET OUT OF RAILROAD BUSINESS;
- B) GET GOVERNMENT OUT OF RUNNING AIRPORTS (8 TRIES);
- C) DEREGULATION -- AIR: SO MANY MORE CAN FLY TODAY;  
 TRUCK DEREGULATION: EMPTY BEER CANS, JIFFY AND  
 ORVILLE REDENBACHER.
- D) OIL POLLUTION LIABILITY AND COMPENSATION;

- E) CHINA;
- F) MARITIME REGULATORY REFORM (7 YEARS).

2) SAFETY:

- A) AIR -- 99.999%; MORE INSPECTORS AND CONTROLLERS  
 (TALKING TO CONTROLLERS THIS WEEK); NATI; GENERAL  
 AVIATION; SAFE; SAFETY TF; RULES;
- B) 208 (15 YEARS); AGE 21;
- C) HIGH MOUNTED LIGHT;
- D) ROADS AND BRIDGES -- HIGHWAY REAUTHORIZATION; ICE  
 (HELD FIRM);
- E) FRA -- ALCOHOL AND DRUGS -- (12 YEARS).

\* WILLING TO TAKE ON, AND MOVE, TOUGH ISSUES.

\* I'M GLAD WE HAD THIS CHANCE TO GET TOGETHER AND COMPARE NOTES.  
FREQUENTLY THINK OF A WOMAN -- HELEN KELLER -- "ONE CAN NEVER  
CONSENT TO CREEP WHEN ONE HAS AN IMPULSE TO SOAR."

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