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REMARKS PREPARED FOR DELIVERY BY  
SECRETARY OF TRANSPORTATION ELIZABETH HANFORD DOLE  
TO THE DALLAS WOMEN'S FOUNDATION  
MAY 27, 1986  
DALLAS, TEXAS

I am delighted to join you and the members of the Dallas Women's Foundation in reaffirming --through this Inaugural Luncheon --your commitment to helping women. It is a pleasure to be here this afternoon to offer my own personal tribute to each of you in this room for your tireless contributions toward the success of the Dallas Women's Foundation and for your work--through direct grants--to improving the economic, educational, societal and cultural status of women.

Today--as you have pointed out--only a small fraction of the more than \$2 billion in annual philanthropic grants goes toward programs targeted specifically to enable women to achieve their full potential. In response to this very apparent need, you came together last year and took action--action that has already raised thousands of dollars. All of us can be encouraged and inspired by the fact that there are now 23 women's foundations across the country. Even more remarkable is the momentum that's building--most of these foundations have been started within the last five years. And with this growth, some predict that grants to women will increase to \$25 million in the next five years.

Americans are the most giving people in the world. Indeed, public philanthropy is an integral part of our democratic system. Charitable contributions by Americans reached a record of nearly \$80 billion in 1985, and for the first time in 16 years, individual Americans gave more than two percent of their personal income to philanthropy.

In 1835 the French philosopher Alexis de Tocqueville wrote: "These Americans are the most peculiar people in the world. You will not believe

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me when I tell you how they behave. In a local community in their country a citizen may conceive of some need which is not being met. What does he do? He goes across the street and discusses it with his neighbor. Then what happens? A committee comes into existence and the committee begins functioning in behalf of the need." That statement is no less true today.

For in no land does philanthropy rest on as broad a base as here. As de Tocqueville further observed, "If I were asked...to what the prosperity and growing strength of that people ought mainly to be attributed, I should reply: to the superiority of its women... and to the voluntary association --that unique American institution whereby people associate to strengthen their cause as well as their voice."

Think for a moment about who we are, and where we came from. Before there was an American government, there were Americans drawn together in these voluntary organizations. From our earliest days, we have been prone to organize for the betterment of the community. Prior to independence, there were sons of liberty and committees of correspondence to raise the flag of a new nation. Government arose to defend our territory, promote our enterprise, and embody the charitable attitudes of the people themselves. Over the years, the volunteer tradition continued: on western prairies and in urban slums, at church suppers and community chests. For most of our history, Americans relied on the voluntary efforts of business, churches, foundations and other civic organizations to provide jobs, income, health care, food and housing to those most in need. When disaster struck, the Red Cross arrived before federal loans. When American servicemen lacked recreational facilities, the U.S.O. stepped in to fill the void.

We drew much of our strength as a nation from our moral commitment to one another. When the problems grew too large for the private sector to address, government inevitably succeeded to the challenge. But government, it has been conclusively demonstrated, cannot by itself provide the full range of social services to all who are in need. Equally important, government can rarely summon the enthusiasm or arouse the imagination that private citizens can bring to bear on a stubborn problem. Public intentions can rarely equal private solutions.

In truth, we are still what we were then--a philanthropic family: one million voluntary organizations rolling up their sleeves instead of twiddling their thumbs. And in America, generosity is not measured by economic attainments: half of all the giving in this country comes from families with modest incomes.

There are no limits on the creativity or talent of one man or woman fired with an ideal. Those ideals, of course, are only one part of the equation. Money is another critical element. And that is where organizations such as yours are doing such tremendous work. The fact that you have targeted women for your efforts not only speaks of your vision, but acknowledges one of the most fundamental changes in our society today.



I am truly honored to be here among such a distinguished group of natural allies in what I like to call America's "quiet revolution," a tidal wave of qualified and talented women who have entered our work force in record numbers over the past three decades. The impact of this change has been tremendous. There is no question that today's "average families" are anything but average. A record 19.5 million mothers with children under the age of 18 were in the U.S. labor force in 1984. And more than three-fifths of all married couples in this country are part of the recent phenomenon called two-income families, a trend that has risen significantly from earlier decades. More than half of all American women now work, a significant difference from 20 years ago. We are seeing a revolutionary change in our society and we probably don't realize how significant it is because we are living it.

Women in the 1980s comprise a diverse group with varied interests. Some seek their own careers in business. Some run for political office. Others focus on the home and family. And some seek to do all these things. In today's society, no role is superior to another, although I don't believe there is a more challenging career than that of homemaker and mother. What's important is that every woman has the right and the opportunity to choose the role she wishes.

Today, women form a clear majority of the college population--hitting 52 percent in 1982, a year in which they earned some 49 percent of all bachelor's degrees and 51 percent of all master's degrees. Women now constitute 25 percent to 53 percent of students training for such professions as architecture, law, economics, medicine, accounting and pharmacy, compared with an average of about 12 percent in 1972. Women entering schools of business administration have soared by an incredible 2400 percent. And look at the results. The overall ranks of women professionals grew from 4.5 million in 1972 to 7.6 million 10 years later.

Businesses owned by women are the fastest growing segment of the small business community--over three million strong, as big as the population of Chicago--and generating over \$53 billion in receipts.

And America is waking up to the fact that the very interpersonal skills of consensus building, mediating, moderating and dealing effectively with people in general--skills that studies and surveys have historically identified as predominant in women--are the building blocks of a post-industrial society like ours. In the evolving information and service-oriented economy of the 1980s and 1990s, it's the management of people and not the management of machinery or material that will be crucial. Opportunities for women should abound. It's interesting to flip through the American Management Association's catalog of continuing education and note the number of courses in interpersonal skills being offered to today's managers, most of whom are still male.

The numbers of the past decades do speak eloquently of progress for women. But who among us can argue that we have completely eliminated



discrimination, or totally banned that insidious brand of prejudice--what I call the tyranny of perfection.

Social critic Marya Mannes put it best, I think, when she 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."

In other words, you, too, can be treated the same as a man--so long as you out-perform him. Nor are such perceptions the only roadblocks that yet remain on the path to prosperity and job satisfaction. Much of society continues to perceive women as consumers instead of producers. But many doors have been opened for women. Now we have to walk through them. I am reminded of one outstanding woman who has done just that.

"I'm not historical material," said Sally Ride, but events have proven otherwise for the mission specialist who joined NASA's astronaut program with five other women in 1978.

Because of Sally Ride's accomplishments in space, millions of young women now know they too can excel in science and math, traditionally the male domain. Because of Sally Ride, they now realize the sky is literally the limit!

Today, women throughout society are grappling with tough issues--issues that were once considered men's work. For instance, at the Department of Transportation, I've found my own little footnote in history. I am the first woman to head a branch of the armed services--the U.S. Coast Guard. The Coast Guard's search and rescue efforts save thousands of lives every year and their vigilance prevents the loss of millions of dollars in property damage. And how proud I am of the Coast Guard's drug interdiction efforts. Last year, they seized 184 vessels, confiscated almost two million pounds of marijuana and almost six thousand pounds of cocaine--three times as much as the year before--and in total, prevented more than \$2.5 billion worth of illegal drugs from entering America's cities.

And speaking of maritime issues, there is one I would like to call to your close attention. As you may remember, the Texas shore was damaged by oil pollution in June 1984 when a British oil tankship grounded and broke up just off the Texas coast. The Coast Guard cleaned up the damage from the oil spill. Even though we have one of the best response networks in the world and work hard to prevent spills, accidents will continue to happen. Oil spills are an international problem that require an international solution. A month before that spill off the Texas Coast in May of 1984 I attended a diplomatic conference in London dealing with this very issue. Two treaties were negotiated at that conference that President Reagan has asked the Senate to ratify, as I testified before the Senate Foreign Relations Committee on May 15. Once the treaties are ratified and a companion domestic bill is enacted, the United States will become a party to an international system which could have provided up to \$234 million to pay



for clean up and to compensate the victims of that Texas oil spill. I hope you'll let your Senators know that we need this kind of insurance against a major spill...and this is the year to pass it.

Whether you're talking maritime, highway construction, or railroads, indeed, transportation is a male-dominated industry. But we are working to increase the number of women in the transportation fields.

When I 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. It didn't take long for us to design a program to change all that. Now we are helping more women to enter our work force, and we're preparing more women than ever to assume managerial positions and to expand existing skills--for example, to become air traffic controllers and move into more skilled and higher paying jobs. 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 in the two years since we began our program, the number of women employees in the Department has increased to 22 percent. When you compare that to the half a percentage increase over the previous 16 years, it demonstrates how much a commitment can mean--and I am totally committed to the task.

Women have made such a difference in highway safety, where 93 percent of our transportation fatalities occur. Women like Cindy Lightner, founder of MADD -- Mothers Against Drunk Driving -- and SADD (Students Against Drunk Driving) and my favorite is BADD -- Bartenders Against Drunk Driving. President Regan personally supported and signed into law in 1984 a bill encouraging states to set 21 as their legal minimum drinking age. We normally defer to states on traffic law issues, but where a state with age 21 has a neighbor state with a lower drinking age, a positive incentive to drink and drive is produced. The "blood borders" --where teenagers have an incentive to cross state lines to take advantage of lower drinking age laws and return home "under the influence," must be eliminated. And we'll push on 'til we get every last drunk driver off the roads and streets of this country. And please remember that the best defense against the drunk driver is the safety belt.

Indeed, the American spirit of enterprise today is sparked by women with big ideas. A fellow North Carolinian for whom I have great respect is Barbara Proctor, who grew up in Black Mountain, North Carolina, in a house with no running water or electricity. Through sheer determination, she earned a college degree in three years and went on to become the first black woman in advertising in Chicago. Barbara Proctor quickly rose to the top of the company, then started her own business, Proctor and Gardner Advertising, with an \$80,000 federal loan. That was in 1970. Her company had \$13 million in billings in 1983. Barbara Proctor serves on numerous Boards of Directors, has received countless awards and has been cited by Business Week as one of the 100 top businesswomen in America.



Words like unachievable, unattainable, impossible and unimaginable have never been part of the American woman's vocabulary. And it shows. Your success not only speaks well of the American system, it strengthens it. And how proud I am to join this organization in promoting a commitment to excellence that spans 52 weeks a year, and heralding the female in an economy more than ever dependent upon her for its progress and its potential.

Keep up the good work. Women deserve it, history demands it, and your children will reward it.