



U.S. Department of  
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# News:

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REMARKS PREPARED FOR DELIVERY BY  
SECRETARY ELIZABETH HANFORD DOLE  
SALUTE TO WOMEN  
BOLLING AIR FORCE BASE OFFICERS' CLUB  
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What a joy it is for me to be here with so many graduates of our seminars as well as men and women from throughout the Department who have taken our cause and made it their own.

At our first seminar for prospective women managers, I suggested that we all get together in a year or so to compare notes and share experiences. This dinner, I believe, affords us the opportunity to meet informally, continue the tradition of networking and make new friends. You know, they say there are three kinds of people: those who make things happen, those who watch things happen, and those who have no idea of what's happening.

The response to our Women's Initiatives has been overwhelming. Participation in the seminars has been exceptional; we already have 381 graduates. But even more gratifying is the way so many seasoned managers in the Department have adopted, implemented and actively promoted our Women's Initiatives. Tonight we are honoring 11 outstanding managers, but this banquet is a tribute to all those in positions of management responsibility who have supported our Department-wide efforts to improve opportunities for women.

Jenna Dorn has been active in women's issues since the day she arrived at DOT. As my Special Assistant, she worked hard on our women's initiative program. Although she is now Director of the Office of Commercial Space Transportation, she has continued to advise me on women's issues.

Thelma Duggin has made a lasting impact in improving opportunities for women and minorities in this Administration. As a Special Assistant to the President on my staff at the White House, Thelma worked to identify discriminatory state laws. She is now Coordinator of Minority Affairs at DOT, and continues to take a special interest in the seminars for prospective women managers. I am deeply grateful to both of these women for their dedication, and I think they deserve a round of applause.

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I am proud of each and every one of the participants in this program. Not just because you have embarked boldly on a career of self-improvement, but because -- through your efforts -- we are strengthening our ability to improve transportation in America. At this early point in a new year we can look back on 1984 with real pride of accomplishment, and ahead to 1985 with greater confidence. Our prospects for attaining our goals are greatly enhanced because of the dedicated efforts of many in this room, working tirelessly day-in and day-out -- using your professional skills in our nation's interest. I want you to know: I appreciate your support, your spirit and your exceptional efforts.

Many of you heard my original expressions of surprise when I came to the Department, not quite two years ago, and learned that women comprised 19 percent of the DOT workforce. All of you here know what happened, because you helped make it happen. In less than two years, we generated a gain of two percentage points in the number of women employees. Those of you in Personnel know how difficult it is to achieve even a one percent change in a workforce of 100,000. So at 20.9 percent, DOT women may not yet have reached the summit of our ambitions, but we have made a pretty good assault on a difficult objective. Which reminds me of Marya Mannes who 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." We've come a long way but we've not reached the millennium.

Each of the 11 managers we honor tonight shares our commitment to improve career opportunities for DOT women. They were nominated by co-workers who have seen their commitment. They were chosen from more than 130 nominees. I had an opportunity to glance at many of the nominations and I was most impressed with the quality and sincerity by which the accomplishments of so many managers were described

My only regret is that we could not have even more recipients. These, I believe, are typical of the outstanding efforts of DOT employees. The honorees come from the four corners of our nation: Peggy L. Smith, who recruited 18 women to challenging positions with the FAA in Alaska; Curtis Hathaway, a Southern Region FAA logistics manager who seeks out training and promotion opportunities for women; Robert L. Goodrich, Director of the Aviation Standards National Field Office in Oklahoma City, and Frank M. Mayer, Federal Highways Division Administrator in Wisconsin who has worked to improve women's careers since 1977. Our honorees tonight represent a wide range of career disciplines in traffic safety, mass transit, policy development, maritime affairs, Coast Guard and highway administration. But their common thread was described in the nomination of David J. Kohn, manager of the Seattle Flight Service Station. The citation, which applies to all honorees, says of Mr. Kohn: "He has a reputation for being a person who encourages women to enter management."

Because of your encouragement, today women are not only better represented in the Department, they are moving more rapidly into professional positions. We placed special emphasis on qualifying women for training as air traffic controllers. Of the 342 students in the current co-op program, 43 percent -- nearly half -- are women. We even have a pre-development program to assist Federal employees whose ATC exam scores



don't qualify them for the competitive registers. Seventy-seven employees participated in that program in fiscal 1984; 73 percent of them are women.

Today we can look to women of achievement in the FAA because of managers like Fred Osgood, FAA Information Resources Manager, one of our honorees who was willing to use many of our initiatives to hire and promote women.

One of those initiatives, one of our most successful ideas, and one which I believe has tremendous potential, is career planning for employees with limited advancement opportunities. This was added by DOT women to our original nine-point agenda and it responds to a clear need within the Department. The program is specifically for those at the top of a clerical, secretarial or paraprofessional field who feel "dead-ended" in their jobs. Ninety-one women have completed that training in the six sessions that have been held since April. We only have to look to Verdell Whittington, one of our honorees in charge of training and employment at the Coast Guard headquarters, to learn the success of this particular initiative. She has encouraged 13 women in the GS 8-10 range to complete the course. And from what they tell me, it has been extremely helpful in their careers.

I know we also have a substantial delegation here this evening from our Professional Exchange Program, which is proving to be one of the most popular of all our initiatives. This program, as most of you know, provides temporary assignments for professionals in grades 11 through 14. To date more than 110 assignments have been made -- 83 percent of those, I am pleased to say, involve women. Many managers give strong support to this program. Our honoree, Thomas R. Hunt, Associate Administrator for Administration of UMTA, has encouraged his employees to participate in the Professional Exchange Program and has provided assignments on his own staff for program participants.

In three similarly successful initiatives, we have more than doubled the participation rate of women in non-DOT training opportunities such as the Federal Executive Institute and the National Institute of Public Affairs. I am greatly encouraged by the special efforts managers are making to bring these outside training opportunities to the attention of their employees. And I'm pleased that these opportunities work both ways! Under the graduate cooperative education program, 39 well-qualified women have been brought into the DOT workforce. And the third of these initiatives -- the SES candidate development program -- has 10 women enrolled in the current class, compared to only two women in the program two years ago.

At least two of our honorees have taken special interest in the SES, and in moving women to the highest levels of management in the Department. Shelton Jackson of the OST policy office has strongly recommended the participation of women candidates in the SES Candidate Development Program, and this is the kind of support that has spurred our success. Russell Stryker, Maritime Associate Administrator for Policy and Administration, selected the first woman personnel director for the Maritime Administration and was instrumental in the nomination of two women candidates for the SES.

Some people are honored simply for their concerted effort to recruit, advance and reward qualified women. One of those is Ray Sander, Executive Director of UMTA. Of



the 127 promotions in UMTA in FY 83, 73 percent were women; of the one thousand training opportunities, 89 percent were for women. And in FY 84, 70 percent of employees hired in UMTA were women.

Again, I congratulate all of you. I am excited by the progress we are making through all our initiatives to improve career opportunities for women. As you may recall, I described the Women's Initiatives to President Reagan and his full Cabinet at a meeting when we first began our effort nearly two years ago. The President was very enthusiastic and supportive. He asked me to share our experience with other Cabinet members. Subsequently we briefed representatives of Health and Human Services, Treasury and the Environmental Protection Agency on details of the program. We provided the Department of Agriculture, and the Department of Transport of Canada with information about our program. I think what we are sharing here tonight speaks for itself -- our program is alive, it's working and we can tell our counterparts in the Executive Branch that new worlds of opportunity are being opened for federally-employed women. We can assure them as well, and I assure you now, that we have just begun. With your help we will build on the momentum already generated, to reach out and assist more people. I am totally committed to that objective, not only because it is fair but because we need the skills, talents, energy and enthusiasm of women to help us meet the challenges of the future.

Those we honor here this evening have gone the extra mile to give substance to our programs, and imbue them with real life and purpose. My goal, like theirs, is to improve the quality of life at DOT -- to help every employee achieve his or her full potential -- and in the process, improve the quality of transportation in America as well.

We have a busy agenda ahead of us. This will be a crucial year for many of our programs. We must complete the sale of Conrail as planned. We must actively encourage more support at the state level for mandatory seat belt and age 21 drinking laws. We must continue our battle against the use of illegal drugs by those who operate our cars, trucks, trains and planes. We must do more to assist the fledgling commercial space industry, and a recovering maritime industry. We will send forth legislation to transfer Washington National and Washington Dulles International Airports to an independent public authority. We must exercise greater fiscal prudence in all our programs to control federal spending. And we must make our new associates from the Civil Aeronautics Board feel at home as we integrate into the Department those functions transferred from the CAB to our jurisdiction. I predict a smooth transition, judging by what I have seen of the top-notch professional manner in which the transfer has been handled to date.

I have no doubt we shall succeed, because what we have achieved through our women's program increases my confidence in our ability as a team to accomplish other difficult challenges.

As many of you know, I have long admired Emily Dickinson, a woman of vision who -- though she never worked in an office or earned a headline -- inspired millions through her poetry.



We "dwell in possibility," Emily Dickinson wrote more than 150 years ago. Indeed, "possibility" was her great hope; for she allowed none of her poems to be published during her lifetime. The extent of her genius, revealed in more than 1,700 poems, was not fully known until 60 years after her death.

For women today, the impossible has become the attainable. We dwell not in possibility but in the reality of bold new opportunities for professional growth and development. Women everywhere have challenged the odds, overturned the conventional wisdom and moved competitively in all areas of responsibility. We have met the challenge here at home, at DOT, and thanks to you we have made it work for us. I congratulate you, I thank you for your support, and I look forward to working with you to discover and provide even more opportunities for the women of DOT.

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