



Special Edition

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U.S. Department
of Transportation

**Federal Aviation
Administration**

Office of Public Affairs
Alaskan Region
701 C Street, Box 14
Anchorage, Alaska 99513
(907) 271-5296

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84-18



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Cover Story

The cover signifies the changes women have undergone since the ratification of the Nineteenth Amendment guaranteeing women the right to vote. In 1920 women carried pickets to protest their exclusion from the election process. Today, women carry briefcases signifying their inclusion in today's work force. Much progress has been made since 1920; however, acceptance of women outside the "family circle" has been an uphill climb. Passage of the 1964 Civil Rights Act prohibiting discrimination in employment on the basis of sex further guaranteed women's rights.

Great strides continue to be made today. Women are now recognized and judged on their ability to do the job and not automatically excluded because of their sex. A recent Census Bureau study states there are 34.6 million working women and 47.3 million working men. Women, obviously, make up a significant portion of the total work force and with current economic conditions, they will continue to increase in numbers. Thus, their demand for "equal pay for equal work" will continue to be heard as women move from the traditional "women-held" positions to those traditionally held by men. Yes, women have come a long way from their previous limited role in the "American Dream," but there is still further progress to be made.

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EDITOR
Gloria Moody

REGIONAL DIRECTOR
Franklin L. Cunningham

PUBLIC AFFAIRS OFFICER
Paul Steucke

PUBLIC INFORMATION SPECIALIST
Ivy Moore

PRINTER
Anne Burt

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If you have questions, suggestions, or complaints, please call the Editor at 271-5293.

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August 26, 1984

64th Anniversary

of Women's Right

to Vote!



U.S. Department
of Transportation

**Federal Aviation
Administration**

Memorandum

Subject: ACTION: Women's Equality Day, August 26, 1984

Date: July 30, 1984

Franklin L. Cunningham
From: Franklin L. Cunningham,
Director, AAL-1

Reply to
Attn. of:

To: ALL EMPLOYEES

August 26, 1984, marks the 64th anniversary of the ratification of the Nineteenth Amendment to the United States Constitution which guarantees women the right to vote. In recent years, this date has become known as "Women's Equality Day."

Passage in 1920 of this historic legislation affecting millions of women was a significant achievement brought about only through the dedication and perseverance of women who struggled for this very basic right. It is important that we take this opportunity to reflect on the many accomplishments of women throughout time and to consider the valuable contributions they currently make to our agency's mission. It is fitting that we all make a personal commitment to support women's rights. For only through a personal commitment can true "equality" be achieved.

I have specifically challenged supervisors and managers in our goal setting process to help this region achieve full representation of women at all levels of management, thus furthering "equality in the workforce." DOT Secretary, Elizabeth Hanford Dole, has pledged her support to improving the status of women in the Department. Her creation of a nine-point program to increase opportunities for women has already opened the door for many to realize their career potential.

Our local Federal Women's Program Committee has once again organized an excellent program to recognize this historical date. Much thought and planning has gone into providing employees a program of interest to everyone. I encourage all employees to participate in the planned activities.

In summary, the adage "together we can do anything," is more than mere words. The struggle of women to achieve equality is real. The efforts of suffragettes like Susan B. Anthony and Alice Paul, who united women to achieve a common goal--the right to vote, proved that together they could achieve what was once thought as unachievable. In this same vein, we should all do what we can to ensure full equality exists in the FAA's Alaskan Region.

Federal Women's Program Committee (FWPC)

1979 - 1984

During the last few years, FWPC has experienced tremendous growth in its membership and in its schedule of program activities. Members of the FWPC have focused their efforts toward expanding their activities where all employees may benefit. This has been accomplished without losing sight of the reasons for the existence of the Federal Women's Program as a special emphasis program. We believe that the committee has achieved a balance in the program activities it coordinates and sponsors today.

The FWPC's Bylaws state the committee's purpose is "to increase awareness of job opportunities for women in the Government service; to increase awareness of training, upward mobility, and avenues of self-development to aid women in achieving their potential; to promote a better understanding and usage of the merit system in Government; to minimize sex discrimination in employment in the FAA through education of all employees to recognize its existence and to be aware of appropriate avenues for eliminating it; and to cooperate with and assist other organizations and individuals concerned with equal employment opportunity."

In this Special INTERCOM we are taking the opportunity to acquaint you with some of the highlights of the growth of the Committee's activities over the years. To our regret, because of limited space, we are unable to list all accomplishments, but we hope that the following will help you better understand the program and its goals.

COMMITTEE GAINS MOMENTUM...

- 1979 - Move to new Federal Office Building results in reorganization of committee structure and increase membership.
 - Bylaws developed establishing purpose of committee and direction of programs sponsored.
 - Newsletter subcommittee reorganized. Today, committee regularly publishes program information in INTERCOM.
 - First Women's Equality Day activities organized using agency resources.
 - "Brown-Bag Program" begins. Sessions center on career choices within division/staff offices. In 1980 the brown-bags expanded to include other topics of interest to employees.
- 1980 - Agency experiences severe shortage in training funds. Committee requests and receives authorization for employees who wish to attend annual FEA FWP Managers (FWPM) Spring Seminar to pay own tuition and be allowed duty-time to attend.

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COMMITTEE DEVELOPS NEW FWP BROCHURE...

- 1981 - One-page brochure developed that speaks to purpose, employee involvement and activities sponsored. Brochure goes far towards explaining program to new and current employees.
- First year committee becomes involved in selection of employees who attend annual FEA FWP Spring Seminar.
 - Committee, with assistance from the Personnel Management Division, forms a "Career Counseling Advisory Subcommittee."
 - Three 1-1/2 hour seminars on how to protect oneself against rape organized by the committee. Seminars open to all federal office building employees. Exceptionally well attended by men and women.

FUNDS FOR WOMEN'S EQUALITY DAY PROGRAM...

- 1982 - Training funds allocated for use in supporting Women's Equality Day program. Committee organized full week of activities. Full scale program with posters, flyers, activity programs, name tags, etc. was developed. Many "Kudos" received.
- Committee and Employee Assistance Program joined together to sponsor brown-bags covering employee welfare topics.
 - Arrangements are made to allow employees not selected for annual FEA FWPM Spring Seminar due to limited training funds to pay own tuition and receive duty time. A total of forty-seven employees attended.

FORMAL TRAINING COORDINATED...

- 1983 - Major project for committee was the arrangement for two formal half-day training sessions. Eighty nominations received for the 40 available slots. Course evaluations showed training was a huge success.
- Merry Creamer, Committee Chairperson, selected runner-up for FWP Managers EEO Award.
 - Committee extended publicity efforts for Women's Equality Day program activities to include a special INTERCOM. Recognition of its equality day program (theme of program was "ESP: Equality, Success, Power") was received from the Office of Civil Rights. For their efforts, several committee members received letters of commendation from the Regional Director.
 - Bylaws amended to denote that the Vice Chairperson would automatically succeed as Chairperson the next year. This allows program continuity.

PROGRAM ACTIVITIES CONTINUE TO EXPAND...

- 1984 - Women's History Week highlighted. Full display entitled "Women in History Yesterday and Today" prepared.
- Seven members trained as facilitators for "Achieving Your Potential" video tape training series.
 - Helen Wall, Air Traffic Division, nominated as agency nominee for the annual FEA FWPM award.
 - Formal activity organized to recognize "Professional Secretaries Day." All Anchorage area secretaries/clerk-typists receive personal invitations to coffee and cake held in their honor. Each received a carnation, compliments of division managers and the committee.
 - Resignation from agency of several members prompts recruitment drive. "Spring Potluck" held with members providing the potluck and inviting potential members. Occasion also allows former members to be recognized and presented framed certificates of appreciation.
 - Brown-bags continue to be mainstay of program activities. Scheduled showings of films added to the agenda of brown-bags.
 - Another full program of activities is scheduled for this year's Women's Equality Day. Activities listed on last page of INTERCOM.

SUMMARY

As you can see, the Federal Women's Program Committee has moved toward involving themselves in activities where all employees benefit. It is an ever expanding program that looks to you, the employees, for ideas and suggestions on program activities of interest. As we have expanded through the years, we have moved toward establishing activities on a permanent basis. With Secretary Dole's nine point program to increase opportunities for women throughout the Department, the committee is challenged to do what it can to assist women in seeking career and educational opportunities.



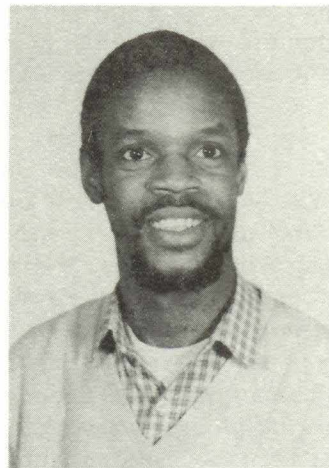
FWP Committee Members



Front row, L to R.: Melissa Berry, AAL-450; Ernie Fleece, AAL-16; Ivy Moore, AAL-5; Pat Strickland, AAL-700; Kathryn Vallish, ZAN AT. Second row, L.to R.: Dottye Muhs, AAL-62; Sandra Ward, AAL-16; Michele Tait, AAL-14; Sandy Lopez, AAL-14; Mariann Halstead, AAL-10; Sandra Frederick, AAL-50; John McCumiskey, AAL-61. Last row, L to R.: Jane S. May, AAL-17; Dolores Coates, ANC FSS; Barbara Lapsley, AAL-500; Rosetta Francis Robinson, AAL-9; Marie Johnson, AAL-55A; Jane Ryan, AAL-421; Sis Williams, AAL-58B; Gloria Rogers, AAL-55A. Not pictured: Jene Fuller, AAL-9; Anne Jennings, ZAN AF; Edgar Fields, ZAN AF; Peggy Smith, AAL-420 and Gloria Moody, AAL-5 (who took the picture).

Special Thanks To...

The members of the committee wish to take this opportunity to express their sincere appreciation to Frank Cunningham and his management team for their support of the committee's program activities. To the supervisors who have allowed employees to attend in spite of heavy workloads and staffing cutbacks, a special thanks for balancing the needs of the agency with the needs of the employees. Last but not least, to all employees who have participated and supported the committee's activities, and thus made them a success, a big "THANK YOU!"



To Rose Mower, the committee extends an enthusiastic THANK YOU for all her help in its activities. Rose has consistently produced superb material; e.g., posters, flyers, certificates, displays, etc., for many committee programs. Her creative talents ensure that all material is always done with an added professional touch. To Ruben Jackson, who illustrated this year's design of our program theme, "Freedom with Perseverance," our sincere thanks for taking a "hazy" idea and creating an exceptional illustration.

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Educational Opportunities

The agency encourages all employees to take advantage of after-hours educational opportunities. Whether your desire is to obtain a degree, upgrade your skills, or expand your knowledge base, the benefits of higher education are unlimited. In the Anchorage area, the University of Alaska (UAA), Anchorage Community College (ACC), and Alaska Pacific University (APU) offer a full range of educational courses. For job-related courses, employees can, funds permitting, be reimbursed for tuition and associated fees, under the agency's After-Hours Tuition Reimbursement Program. Order 3155.1A further explains this program. Numerous employees have benefited from this program.

Under the Federal Aviation After-Hours College Opportunity Program (FAACOP), FAA has current agreements with ACC and UAA to grant equivalent credit for formal FAA training of 1 credit hour for every 15 hours of classroom. Additionally, 1 credit hour is granted for each FAA correspondence course completed and another 1 credit hour for accompanying workshops. There are also provisions for a special review of an employee's work experience which may be worth from 1 to 20 semester hours of credit if that work experience contains indications of progressive responsibilities. Some agency employees have received up to 29 college credits for their completed training courses. For additional information on this program, employees may refer to the publication, "Earn College Credits On the Job," available at your facility/office, or obtain a copy of the Special FAACOP INTERCOM from the Training Branch, AAL-17, 271-5372.

From APU a Portfolio Development Course is offered that focuses on teaching students how to develop a portfolio documenting prior learning experiences gained through employment, community

service, travel, independent study, military training, etc. The portfolio is then submitted for evaluation to determine college equivalency experiences; thus, receiving college credits. For more information on this course, call APU, 561-1266 extension 208.

For a more informal approach to learning, AAL-9, Civil Rights, has the following books available for check-out:

Effective Business & Technical Presentations by George L. Morrisy about managing your presentations by objectives and results.

Projects: YOU by Claudine Paris and Bill Casey - a manual of rational assertiveness training.

Marketing Yourself by Sylvia Porter - the step-by step manual for getting the job you want and a catalyst guide to successful resumes and interviews.

Games People Play by Eric Berne - the basic handbook of transactional analysis.

Born to Win by James & Jongeward - transactional analysis with Gestalt Experiments.

Paths to Power by Natasha Jasefowitx - a woman's guide from first job to top executive.

Standard Handbook for Secretaries by Lois Hutchinson - guide on secretarial techniques.

The Technique of Clear Writing by Robert Gunning.



FEDERAL WOMEN'S PROGRAM

Recap of Significant Events Affecting Women's Rights 1848-1984

The concerted struggle for women's rights began 136 years ago. Nearly 100 years passed from its beginning to the passage of the Nineteenth Amendment - progress was indeed slow! A brief recap of the milestones of women's rights is provided below:

1848 to 1917

1848 - The first convention on women's rights is held in Seneca Falls, NY.

1849 - Elizabeth Blackwell is the first woman to be graduated from an American medical school.

1850 - National Women's Rights Convention is held in Worcester, Mass.

1866 - The U.S. Senate first debates the issue of suffrage for women.

1867 - The cigarmakers union is the first national union to admit women.

1870 - The Territory of Wyoming holds the first elections in which women are specifically allowed to vote.

1871 to 1872 - 152 women try unsuccessfully to vote in 10 states and the District of Columbia.

1876 - The National Women's Suffrage Association meets in Philadelphia.

1907 - Twenty states have laws limiting working hours for women in some industries.

1917 - The first woman member of Congress, Jeanette Rankin of Montana, takes her seat in the House of Representatives.

1920 to 1984

1920 - The 19th Amendment giving women the right to vote becomes law.

1924 - The first woman governor is Nelle Tayloe Ross of Wyoming, who succeeds her late husband.

1961 - President John F. Kennedy establishes the President's Commission on the Status of Women.

1964 - The Civil Rights Act prohibits discrimination in employment on the basis of sex.

1966 - Betty Friedan and others found the National Organization for Women.

1972 - Congress approves the Equal Rights Amendment for submission to the states.

1974 - Ella T. Grasso is elected Governor of Connecticut; she is the first woman Governor who did not succeed her husband.

1981 - Sandra Day O'Connor becomes the first woman on the Supreme Court.

1984 - The Supreme Court rules that anti-discrimination provisions of The Civil Rights Act apply to partnerships.

1984 - First woman nominated to run as a vice-presidential candidate by a major political party.

SCHEDULE OF EVENTS
WOMEN'S EQUALITY DAY
ACTIVITIES
AUGUST 27 & 29, 1984

Monday, August 27, 1984

Location

9:00 a.m. Opening Ceremony (refreshments served)	FOB Atrium
10:00 a.m. Film - "Women Get the Vote" - 27 minutes (popcorn served)	C-117, 1st Floor
10:45 a.m. Film - "Why Not a Woman" - 26 minutes (popcorn served)	C-117, 1st Floor
Lunch Break	
1:00 p.m. Film - Same as first film shown in the morning (popcorn served)	C-117, 1st Floor
1:45 p.m. Film - Same as second film shown in the morning (popcorn served)	C-117, 1st Floor

Wednesday, August 29, 1984

10:00 a.m. - 11:00 a.m. "Managing Yourself In a Changing (refreshments served) Organization"	C-117, 1st Floor
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Lynne Curry-Stewart, founder and owner of The Growth Company, will conduct this one hour seminar. Lynn has more than 13 years of experience in the training field and has conducted formal training courses for FAA.



12:00 noon - 1:00 p.m. "Sweaty Palms--How to Survive an (refreshments served) Interview"	C-117, 1st Floor
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Lisa O'Brien, Alaska Training and Consulting, will conduct this one hour seminar. Lisa has more than seven years of training experience and is considered an extremely effective trainer in communications. Lisa has previously conducted training courses for FAA.



COME JOIN US!!

NOTE: Supervisory approval is required to attend activities.