

THE WHITE HOUSE

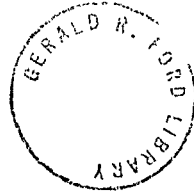
WASHINGTON

MEETING WITH
WOMEN PRESIDENTIAL APPOINTEES
AND
WOMEN IN CAREER AND NON-CAREER SUPERGRADE POSITIONS

MONDAY, APRIL 26, 1976
UPON RETURN FROM THE CHAMBER OF COMMERCE

STATE DINING ROOM

FROM: JEANNE M. HOLM *JH*



I. PURPOSE

To discuss Presidential initiatives relating to women.

II. BACKGROUND, PARTICIPANTS AND PRESS PLAN

A. Background: Your appointment of women to top level positions in your Administration is the highest percentage of any previous Administration (14%). These women serve not only in their appointed capacity but also serve as Administration spokespersons and as examples of your commitment to the appointment of women to top level positions in your Administration.

On March 6, 1975, you issued a directive to the heads of all departments and agencies encouraging affirmative action in Federal employment. You asked Chairman Hampton to keep you informed on an annual basis.

You met some of these women Presidential and non-career appointees early in your Administration at meetings chaired by then Counsellor Anne Armstrong.

The briefers to this meeting include Bill Baroody, Bill Gorog, Paul O'Neill and Doug Bennett. The areas to be covered will be the openness of your Administration and the involvement of the public in the decision-making process, your economic initiatives and economic trends, fiscal responsibility and your initiatives in this area, and Presidential appointments.

B. Participants: Secretary Hills is out of town and will be unable to attend. Approximately 80 of the top women in government: Presidential appointees and supergrades (career and non-career) will be in attendance. The list of attendees is attached.

C. Press Plan: White House Photographer

III. TALKING POINTS

1. I am pleased to note that each time the top women in the Federal government come together in the White House the numbers are larger than the time before. So I guess we must be doing something rights
2. Last Saturday I met with the Citizens' Advisory Council on the Status of Women. They presented me with their report on the status of women in 1975. The message of their report is clear: That, while many gains have been made by women and much has been accomplished in recent years, there is still a long way to go.
3. The Council points out that, "while doors are opening, a portion of our society does not view women as having potential for growth." It is women like yourselves who have disproven this myth.
 - Each of you has achieved as a professional against tough competition.
 - Each of you has set an outstanding example for other women of talent and competence to emulate.
4. I was especially gratified that the Council's report indicates new gains have been made by women seeking political office. It is important that women become more involved in their government both in elective and appointive office and in top career positions.
5. It is the policy of this Administration to bring more women like you into the mainstream of government at the policy and decision-making levels. That is why I have appointed women like Carla Hills, Anne Armstrong, Betty Murphy and so many of you to important jobs and will continue to do so as long as I am President.

6. I also instructed the members of the Cabinet a year ago to insure that promotion in the career service is based on the merit system without regard to race, national origin or sex; that each employee of the Federal government have an opportunity for advancement in accordance with his or her individual abilities. Chairman Hampton of the Civil Service Commission was charged to report back to me on how we are doing.
7. There is a place for women in this government and it is not just behind the typewriters. It is also out front at every level of management including the highest policy-making positions.
8. I am delighted to see so many of you here today. We need your ideas and we need to get to know you. Also, we want to share with you our thinking in some of the major policy areas.
9. This is an open Administration. I firmly believe that the citizens of this country have a right and an obligation to know what their government is doing and we have an obligation to keep them informed. It is a two way street.
10. As top level managers and administrators in the government I urge you to get out to meet the public at every opportunity; to communicate what the Administration and your agencies are doing and why. In doing so you will be helping us bring the government closer to the people it serves.
11. Moreover, because you are outstanding examples of women of professional achievement you will inspire others to follow in your footsteps. Our message to them is that the doors to their government are open. We encourage them to walk through. We need their talents and their commitment if we are to deal effectively with the challenges of the future.