

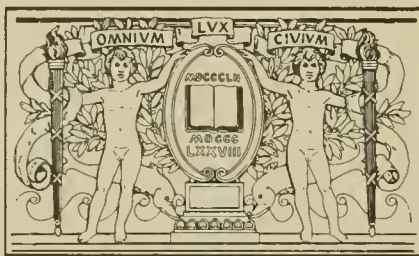
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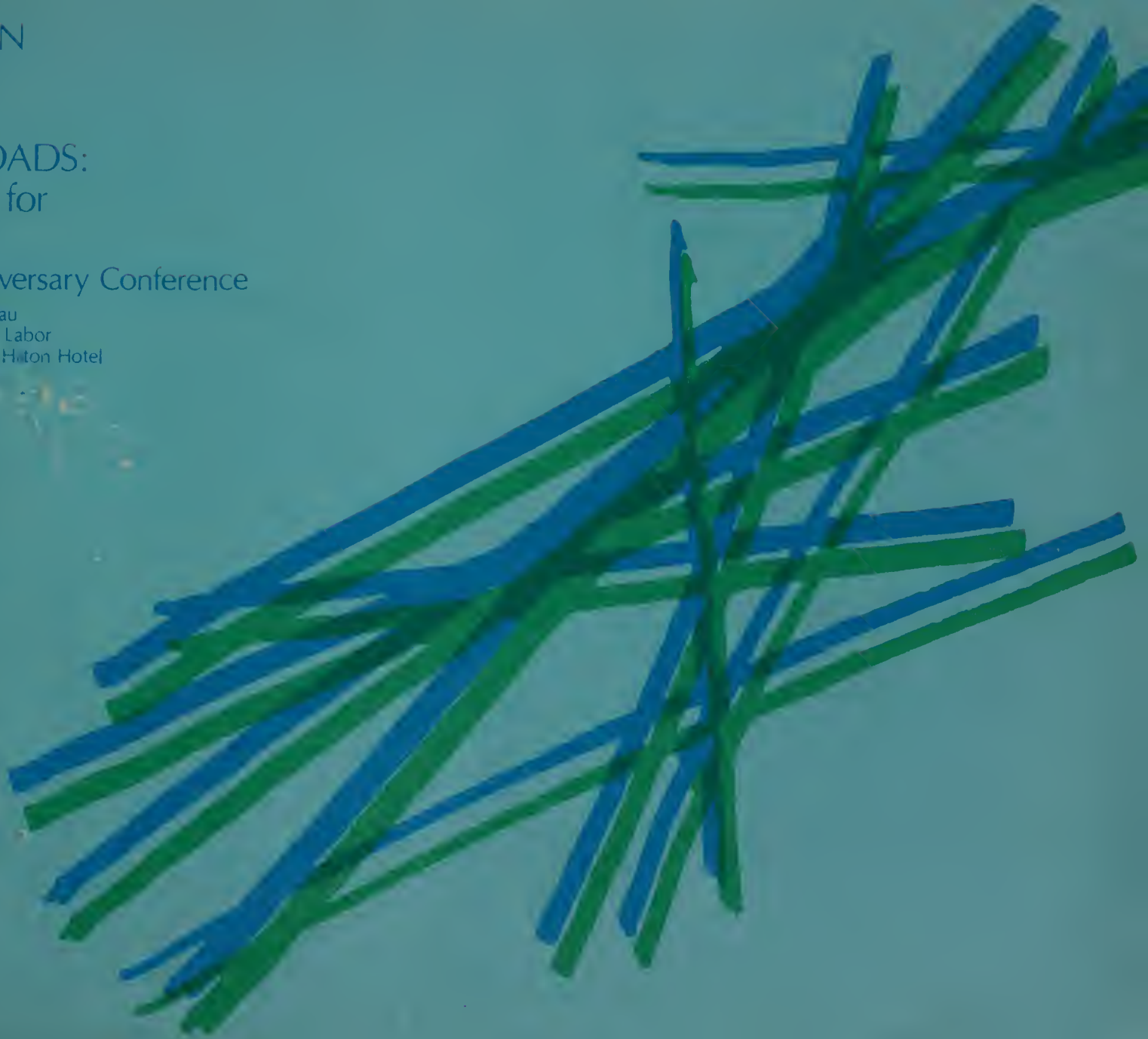




AMERICAN
WOMEN
AT THE
CROSSROADS:
Directions for
the Future
Fiftieth Anniversary Conference

The Women's Bureau
U.S. Department of Labor
at the Washington Hilton Hotel
Washington, D.C.

June 11-13, 1970





American Women at the Crossroads: Directions for the Future

Report of the Fiftieth Anniversary Conference of the Women's
Bureau of the Department of Labor

June 11-13, 1970

Washington Hilton Hotel

Washington, D. C.

Women's Bureau

Elizabeth Duncan Koontz, Director

Employment Standards Administration

Horace E. Menasco, Administrator

U. S. Department of Labor

James D. Hodgson, Secretary

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FOREWORD

In June 1970 the Women's Bureau of the Department of Labor sponsored a national conference to celebrate its fiftieth anniversary.

Keyed to the theme "American Women at the Crossroads: Directions for the Future," the conference brought together the largest, most widely representative, best informed group of women and men ever assembled to consider the status of women in the United States.

Participants who came from near and far have told the Women's Bureau that the conference was a success. Many who attended said the conference has helped them discover their own prejudices and simultaneously observe a growing awareness of discrimination on the part of others.

For the staff of the Women's Bureau the experience has been deeply rewarding and enlightening. It provided us with an opportunity to see old friends and to make new acquaintances who had not previously been aware of the Bureau's many functions and purposes. All sides talked much, listened more, and learned firsthand what no amount of reading could teach.

The Women's Bureau asked for advice and directions for the future; participants gave freely of their knowledge and experience and helped spell out the guidelines we sought. We are grateful to everyone who came.

We are especially grateful to those persons who contributed as program participants and served as workshop leaders.

We sincerely hope that the conference as reported in this document was as productive for participants as it was for us in the Women's Bureau.

Elizabeth Duncan Koontz
Director

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OVERVIEW

The Women's Bureau of the U. S. Department of Labor faced a challenge. On June 5, 1970, the Bureau was due to observe its fiftieth anniversary—a fact that called for a celebration. But this could be no ordinary golden jubilee celebration—not at a time when American women were coming to a full realization of their contributions to the Nation's way of life and were demanding—almost in unison—opportunities, rights, and responsibilities commensurate with those contributions. This celebration could not dwell on the past; it would have to be keyed to the present and the future.

Almost a year in advance the staff of the Women's Bureau began to ponder the dilemma—how to plan a golden jubilee with a forward thrust—and to consider the nature of the observance. A decision was reached: the Bureau would sponsor a combined anniversary celebration and working conference—one that would appropriately recognize the accomplishments of the Bureau during its 50 years of service but also would permit American women of the 1970's to focus on their present problems and plan strategies for the future.

In February 1970 the Bureau brought together some 60 representatives of national organizations for a preliminary planning session. Participants in the February consultation were emphatic about the kind of conference they wanted: one that would cover all the concerns of women and that would involve persons (men as well as women) of every socioeconomic level, age group, and geographic region. With this charge the Women's Bureau swung into action.

The staff planning committee, working closely with participants in the February consultation, drew up an invitation list that included mature women and young adults; school dropouts and holders of advanced degrees; representatives of minority and of majority groups; the disadvantaged and the affluent. The Bureau sought to involve every group that had faced discrimination because of sex, race, age, or poverty. In the case of articulate people who could not afford to pay their own expenses to the conference, the Bureau made every attempt to find ways of financing through private voluntary channels.

Participants were drawn from the Task Force on Women's Rights and Responsibilities appointed by President Nixon, the Commission on the Status of Women appointed by President Kennedy, the Citizens' Advisory Council on the Status of Women, State and municipi-

pal commissions on the status of women, educational institutions, professional organizations, unions, industry, government agencies, and citizens' groups concerned with women's problems. Also present were former Directors of the Women's Bureau and retired employees of the Bureau.

The Fiftieth Anniversary Conference, June 11-13, 1970, brought some 1,100 people to Washington, D. C. The theme of the conference, "American Women at the Crossroads: Directions for the Future," suggested its dual purposes—to recognize the achievements of the past and to chart the course for the future. The theme also determined the conference design: (a) general meetings at which leaders in the field of women's rights provided inspiration and input and (b) workshops at which conferees identified their concerns and made recommendations for action.

CONFERENCE PROGRAM

Thursday, June 11

- 2:00-8:00 p.m.** Registration
6:00-8:00 p.m. Poolside Reception
Hostesses: Citizens' Advisory Council
on the Status of Women

Friday, June 12

- 9:00 a.m.** First Plenary Session
Presentation of Colors
Greetings:
The Honorable James D. Hodgson,
Secretary-designate of Labor
Jacqueline G. Gutwillig, Chairman
Citizens' Advisory Council on the Status of
Women
Keynote Address, "American Women at the
Crossroads": Elizabeth Duncan Koontz,
Director, Women's Bureau
Introduction of Workshops: Mary N. Hilton,
Deputy Director, Women's Bureau
11:00 a.m. Workshops, "Signposts for Action"
1:00 p.m. Anniversary Luncheon
Remarks: The Honorable Arthur A. Fletcher,
Assistant Secretary of Labor
Dramatic Sketch, "The Fight for Women's
Rights": Staff members, Republican
National Committee

Panel Discussion:
Bonnie Angelo, *Time* magazine
Vera Glaser, Knight Newspapers
Fay Gillis Wells, Storer Broadcasting Co.

3:30 p.m. Workshops, "Signposts for Action"

7:30 p.m. Golden Jubilee Banquet

Toastmistress: Virginia R. Allan, Chairman,
President's Task Force on Women's Rights
and Responsibilities

"Womanpower—From Buggy Stage to Jet
Age," a salute to five decades featuring men,
women, and organizations whose interest,
efforts, and dedication have made possible
the recognized contribution of the
Women's Bureau to the advancement of
the status of women

Saturday, June 13

- 8:30 a.m.** Final Plenary Session
Summary of Workshop Recommendations
Reporter: Geraldine Rickman, President,
Community Opportunity Programs in
Education
"Directions for the Future": Mrs. Koontz
11:00 a.m. Reception at the White House
Coffee with Mrs. Richard M. Nixon

THE CHARGE: PROMISES TO KEEP

Three general meetings—the First Plenary Session, the Fiftieth Anniversary Luncheon, and the Golden Jubilee Banquet—served to trace the history of the Women’s Bureau, to document the social progress made and reforms initiated under its leadership, and to challenge conferees to continue in its proud tradition. From the three sessions—each from a different vantage point and with a different focus—came the charge to conferees, subtle yet unmistakable: “As we pause to take stock, let us remember that we have promises to keep.”

Between general meetings the conferees met in workshops to consider ways to carry out that charge in the continuing struggle for equal rights for women.



Mrs. Gutwillig, Mr. Hodgson, Mrs. Koontz, and Mrs. Hilton

First Plenary Session

The conference formally opened at 9 a.m., Friday, June 12. The first session focused on the Federal Government as a vehicle for achieving equal rights for women.

Following the presentation of the colors, Elizabeth Duncan Koontz, Director of the Women's Bureau, introduced James D. Hodgson, Secretary-designate of Labor. Mr. Hodgson identified two ongoing objectives of the Department:

- To provide employment opportunities free of discrimination for every American who wishes to work.
- To conserve and utilize fully the Nation's human resources.

"The waste of human resources is particularly unfortunate because it is not always discernible for what it is," Mr. Hodgson said. "It is disturbing to realize that society may be denied another Dr. Frances Kelsey or a Rachel Carson because some young woman was dissuaded from a career in medicine or science simply because of her sex. Yet this kind of thing is still not unknown in our schools and colleges.

"There are some things that we in the Labor Department can do about the situation," he continued. "We can see that the Federal laws prohibiting sex discrimination are enforced, where we bear that responsibility."

The Wage and Hour and Public Contracts Divisions have not been idle in this respect, Mr. Hodgson pointed out. He reported that since the Equal Pay Act of 1963 became effective, the Department's investigations had found over \$15 million due more than 46,000 employees, most of whom were women.

"The Office of Federal Contract Compliance, which administers the Executive order that prohibits sex discrimination in employment under Federal contracts, has just issued guidelines to spell out what employers are expected to do in order to remain not only within the letter of the law but consistent with its spirit as well," the Secretary-designate said.

Of great significance to participants was Mr. Hodgson's announcement that the Department of Labor endorsed and supported the Equal Rights Amendment to the U. S. Constitution.

Following Mr. Hodgson's presentation, Jacqueline G. Gutwillig, chairman of the Citizens' Advisory Council on the Status of Women, reported on the work of the Council, a body of private citizens appointed by the President.

"We are free of the constraints put on Government officials," Mrs. Gutwillig said, "but we can call upon their wisdom and knowledge and then tell it exactly the way we see it. We can be out front with proposals that will stimulate constructive discussion on controversial issues and point the way to progress."

Mrs. Gutwillig reported that the first resolution of the Council after its appointment by President Nixon was the endorsement of the Equal Rights Amendment. "And now, for the first time in the 47 years during which this amendment has been under consideration, I believe there is a chance for its passage," she declared.

Mrs. Gutwillig formally introduced Mrs. Koontz, who gave the keynote address.

Mrs. Koontz set the tone of the conference, citing some of the conditions that prevailed with respect to women prior to the creation of the Bureau and explaining how the Bureau had worked to correct these conditions.

"Fifty years ago women workers were exploited by conditions which were often appallingly bad," she said. "Hours were long, wages were low, working conditions were often so bad as to endanger health, and lack of safety precautions made fire or accident a constant hazard.

"The Women's Bureau has done much to change all of this," she declared. "It deserves chief credit for Federal legislation establishing the principle of equal pay for equal work. It made a major contribution to legislation on minimum wage and overtime pay. . . . The Bureau has also worked on more general concerns, such as better counseling and broader educational opportunities for girls, opening up nontraditional occupations to women, and ending the kind of stereotyped thinking about women which has so often limited their horizons . . .

"In sum, we have come this far to a crossroads," Mrs. Koontz said. "If anyone were to ask me now in what direction I think American women should move, I would answer that their goals should be toward the fullest development of their own potential as individuals and toward full participation in American life."

The Director cited sex stereotyping as an injustice to both men and women.

"Most women grow up under the burden of this kind of stereotyped thinking," Mrs. Koontz said, "— a stereotype that not only is a suffocating bore in itself but also completely ignores large groups of American women—the single, the divorced, and the disadvantaged. . . . We should stop thinking in terms of stereotypes, masculine or feminine, and start thinking of individual potential and fulfillment."

She identified child care centers and part-time jobs as two immediate needs to eliminate the role conflicts of working mothers and suggested as long-range goals:

- Unity of purpose and efforts among women.
- Elimination of poverty.
- End of discrimination against women.
- Tolerance among women toward other women and women's groups.

Of these goals, she said, unity is "the most essential for the work that lies ahead."

"This sense of unity," she concluded, "is the true starting point for our progress as we work together toward the goals and ideals we hold in common."



Mrs. Dorothy K. Goldberg brought a message from her husband, former Secretary of Labor Arthur J. Goldberg.



Panelists Vera Glaser, Bonnie Angelo, and Fay Gillis Wells (left to right)



Assistant Secretary Arthur A. Fletcher

Anniversary Luncheon

Lunch provided a change of pace and a change of purview. The morning session had surveyed the national scene; the after-lunch program brought the focus back to the individual.

Arthur A. Fletcher, Assistant Secretary of Labor for Wage and Labor Standards, spoke of the individual's role in the solution of world crises—"the crisis of war, the crisis of pollution, the crisis of hunger, the crisis of poverty, the crisis of decaying cities, the crisis of women's rights, the crisis of racial conflict, and the crisis of crime. . . . "Only when you as an individual begin to experience a felt difficulty, when you women say, 'I am getting sick and tired of being a second-class citizen,' and begin to express yourselves in such a fashion—only then are you not going to be ignored any more," Mr. Fletcher said. "When women begin to care, it results in creative thinking, and they begin to devise ways to do things."

Referring to discrimination against women in education and employment, Mr. Fletcher said, "These are the two basic areas in which discrimination is most devastating, not only as applied against women, but against racial groups and religious groups and ethnic groups. . . . I think women are at a particular disadvantage because for a long time our society has preached that a woman can get all the job satisfaction and self-realization she wants out of raising a family. The thinking of our society has not kept up with the realities of change in our way of life.

"We can no longer assume that most women are married and are being supported by a husband for the rest of their lives," the Assistant Secretary said. "Higher rates of divorce and separation have resulted in a growing number of women who are heads of families, many of them sole supporters of their families.

"The fact that women tend to live longer than men means that many widows must support themselves; and many single women support themselves and sometimes their aged parents and relatives. So, we have to recognize that such women are not auxiliary workers, but an integral part of the work force."

Mr. Fletcher declared that women are entitled to "full training opportunities that will prepare them for meaningful work" and to "jobs that will provide a sense of accomplishment, self-esteem, and fulfillment."

Following Mr. Fletcher's address, staff members of the Republican National Committee presented a dramatic sketch that traced the contributions of individual women to the struggle for women's rights. The sketch, which had previously been presented to the

National Federation of Republican Women, was narrated by its author, Joanna DiBella.

The third portion of the program was a panel of three prominent newspaperwomen who discussed current aspects of the status of women.

Bonnie Angelo, Washington correspondent for *Time* magazine, predicted that 1970 will be remembered as the "Year of the Woman." "You have only to look around you to see a new militancy has crept into the women's protests against discrimination, and you have only to study the statistics to know that there is great reason," she said. "Along with the new activism among women, a new and greater awareness has come into the attitudes even of men.

"Many of us would stop short of the abrasive tactics of the extremists, but they have brought a new generation into this old battle. After all, those well-bred suffragettes of 50 years ago were reviled by men and lesser women—and today they are revered as a special breed of American heroine."

Fay Gillis Wells, a White House correspondent for Storer Broadcasting Co., urged women to vote for the election of women to public office.

Mrs. Wells observed that women, if given a choice between voting for a man or a woman, will invariably vote for the man "because he has more experience."

But, she asked, "How can women get the experience unless they are willing to run? And how experienced are the men who are elected to Congress for the first time?"

"In local politics, the chairman of a party is always a man and the vice chairman is always a woman," she noted. "Women should quietly and firmly insist that this is changed to cochairman."

Vera Glaser, correspondent for the Washington Bureau of Knight Newspapers and a member of President Nixon's Task Force on Women's Rights and Responsibilities, urged that women weld themselves into a political force. While she acknowledged some progress in the women's movement, she predicted only qualified success until women show strength at the polls. Mrs. Glaser said that women must vote for women candidates or for candidates who are willing to support equal rights and other issues important to women.

She called upon President Nixon to use the power of his office to support the Equal Rights Amendment and encouraged the administration to direct its attention to all the recommendations of the President's Task Force on Women's Rights and Responsibilities.

Golden Jubilee Banquet

After a day of intense deliberation and discussion, the Golden Jubilee Banquet added festive relief to the conference program. Dinner was a gala affair at which conferees and representatives of all branches of government gathered to pay tribute to the Women's



Louise Douce, President, International Association of Women Students: "What do we want in the 1970's? We must have understanding and acceptance as we create new careers and new life patterns tailored to individual interests and desires."



Mary Dublin Keyserling, former Director of the Women's Bureau: "By early 1968 . . . a powerful new movement—and you're it—came into existence. . . . There emerged a stronger awareness of the barriers that still impede the full utilization of women's talents."



Esther Peterson, former Assistant Secretary of Labor and Women's Bureau Director: ". . . the 1960's—a period of trying to make real the values which all American men and women had grown to believe—'equal opportunity for all.'"



Walter E. Washington, Mayor-Commissioner of the District of Columbia: "Don't get weary. Don't get tired. Let's stay together and work together so that America can enjoy its shining hour."

Bureau as it began its second 50 years.

Walter E. Washington, Mayor-Commissioner of the District of Columbia, welcomed the 900 guests. Mayor Washington told the group, "We have to stop talking about manpower and woman-power and address ourselves to humanpower."

He warned, "Don't cop out. Don't get so busy in technologies and



Mary-Elizabeth Pidgeon, retired staff member of Women's Bureau: "In this terrifically militaristic and mechanistic age, the influence of women in high places is working desperately for the salvation of our society."



Anita Pollitzer, Honorary Chairman, National Woman's Party: "... I was in the last group to the last legislature to ratify the women's suffrage amendment when it was won."



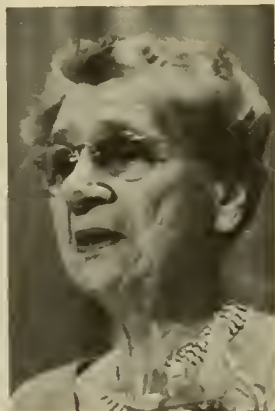
Bertha Adkins, former Under Secretary of the Department of Health, Education, and Welfare: "... the decade of the 1950's ... was a decade when there was great confidence in the women of this country."

systems and in clubs and in other places that you forget there is a time—and it is now—that we need your strength, your power, your concern and sensitivity so that we can become truly a nation.”

Virginia R. Allan, a member of the Citizens’ Advisory Council on the Status of Women and chairman of President Nixon’s Task Force on Women’s Rights and Responsibilities, served as toastmistress.



Augusta Clawson, author of a book on wartime experiences as a shipyard welder: “. . . you don’t have to act tough to be tough or to do a tough job.”



Beatrice McConnell, retired Deputy Director of the Women’s Bureau: “The 1930’s saw an encouraging joint effort on the part of the Federal and State leaders to move ahead.”



Mamie E. Davis, Director, YWCA Extension Residence Program for the Job Corps: “A vision—a plan—the women worked hard for a bill to create the Women’s Bureau. . . .”

The program brought together 13 individuals who had been close to the cause of equality for women prior to and during the existence of the Women's Bureau. Each person was identified with an era in the Bureau's history. The program was memorable, sometimes poignant, as leaders of the past and present spoke of the vital issues of their times.



Mary E. Callahan, Executive Board, International Union of Electrical, Radio and Machine Workers: "Womanpower was needed . . . ; we were all for the war effort and restoring peace. . . . women not only became union members; they became leaders. . . ."



Virginia Allan, Chairman, President's Task Force on Women's Rights and Responsibilities: ". . . looking toward the future with great anticipation and much planning."



Cruz Delia Morales, junior high school student: "The women do the hardest jobs and they get the lowest pay. So in the future I, as a youth, would like better jobs for women and more equal opportunity for them."

THE CONFEREES SPEAK

Three sessions of the conference—two workshop sessions and the final plenary session—gave participants an opportunity to air their views on matters of concern to them. At these sessions conferees drew liberally upon the information and insights provided by speakers and presenters at the general meetings.

Workshops

Thirteen workshops, each consisting of approximately 75 participants, met Friday from 11 a.m. to 12:30 p.m. and from 3:30 to 5:30 p.m. to identify current issues relating to women's rights and responsibilities and to hammer out specific proposals for action.

Each workshop was a microcosm of the total conference, reflecting in composition the differing outlooks and attitudes represented. Assigned to each workshop were a chairman, recorder, and resource persons whose backgrounds were as diverse as those of conference participants.

Although the workshops were unstructured and open ended, the reports of the different groups showed recurring themes: the Equal Rights Amendment to the U. S. Constitution, the report of the President's Task Force on Women's Rights and Responsibilities, the elevation of the status of the Women's Bureau, nationwide child care centers, and extension of the Fair Labor Standards Act.

The recommendations of the 13 workshops follow.

WORKSHOP 1.

Chairman: Wilma L. Victor

Recorder: Mary H. Broadwater

Resource: Grace C. Ferrill

Recommendations:

1. That the Women's Bureau Director be elevated to Assistant Secretary of Labor with an emphasis on conservation and development of human resources.
2. Extend the Fair Labor Standards Act to all employees, as recommended by Dorothy Haener's minority view in the Task Force report.
3. Where protective labor standards are needed, such standards should apply to all workers, and not only to women.
4. There should be effective development of counseling and guidance programs, particularly for girls and women, over the life-span, to enable individuals to fulfill their potential for the betterment of themselves and society.
5. Support the national goals established by the President's Task Force on Women's Rights and Responsibilities with regard to the provision of child care facilities, and urge action to implement them.
6. Devise better methods of informing women of their rights and opportunities for education, training, and employment, and the help available to fight discrimination.
7. Improve the self-image of women through efforts to attract the mass media without being put down by it.
8. Make it clear that women only want equality as human beings to be able to realize their dreams, and want these things without the sacrifice of the God-given qualities which distinguish women from men.

WORKSHOP 2.

Chairman: Jean Spencer

Recorders: Barbara K. Bennetts
Pat Smith

Resource: Dorothy M. Pendergast

Recommendations:

1. Passage of the proposed Equal Rights Amendment.
2. That the President and executive branch implement the recommendations in the President's Task Force report, including implementation of Dorothy Haener's minority report.
3. Implementation of the new Office of Federal Contract Compliance sex guidelines by the Department of Labor.
4. That the Secretary of Labor issue an immediate statement assuring that the affirmative action requirement and the development of goals and timetables will be implemented with regard to females as well as other minorities.
5. That the U.S. Department of Labor Office of Federal Contract Compliance guidelines be strengthened to include a narrow definition of bona fide occupational qualifications.
6. Passage of the Omnibus Postsecondary Education Act of 1970 (H.R. 16098), and calls upon the President and the Department of Labor to strongly support this bill. (This is sometimes known as the Green Bill.)
7. The establishment of nationwide day care centers as an immediate and major priority.
8. That the Federal Government assure adequate income for single parents who are heads of household with children under 18 and to offer work incentives but *not require* employment.
9. That the Federal Government in view of rising unemployment provide jobs, through Federal programs if necessary, for all who want employment.
10. That the Federal Government set an example by ending discrimination and take affirmative action in equal employment opportunity to correct past inequities. Also that the President pledge the appointment of women in substantial numbers in *all* high Government offices, on all boards and commissions, in Federal judgeships and appoint a woman as the next U.S. Supreme Court nominee.
11. That the President support the development of an expanded and comprehensive multilingual program of counseling for women and girls for total life planning, under the aegis of the Women's Bureau.
12. That the Office of Education be taken out of the Department of Health, Education, and Welfare and be made a separate, Cabinet-level agency.
13. That the Federal Government make available existing loans and scholarships to low-income adults (over 18) who want to return to school, or create a new program for them.
14. That the President give leadership to repeal all abortion laws, making voluntary abortion available at a woman's request.
15. That Federal financial aid be provided for needy women for continuing education on a part-time basis.
16. That the Director of the Women's Bureau, Mrs. Elizabeth Duncan Koontz, be appointed Assistant Secretary of Labor for Women's Resources in the Department of Labor, and that this new administration be substantially strengthened in resources in order to implement the expanded mission that would be assigned to this agency.

WORKSHOP 3.

Chairman: Rosalind K. Loring

Recorder: Edna Schwartz

Resource: E. Boyd Steele

Recommendations:

1. The proposed Comprehensive Headstart Child Development Act (H.R. 15776) should be supported with the understanding that it will provide for child care services (both health and educational programs) 24 hours a day for all levels of society. Priority may be provided for the disadvantaged, but such services are strongly recommended for women in the professions as well.
2. The workshop supported the President's Task Force on Women's Rights and Responsibilities recommendations, including the minority report on extending coverage to all occupations. Top priority should go to the establishment of an Office of Women's Rights and Responsibilities with direct communication to the White House through an official of Cabinet rank.
3. The authority of the Women's Bureau should be extended to additional matters relating to women, and adequate financing should be provided the Bureau. The Director of the Women's Bureau should be elevated to Assistant Secretary of Labor.
4. Title VII of the Civil Rights Act of 1964 should be amended to cover all workers and adequate enforcement powers be given the Equal Employment Opportunity Commission. Encouragement should be given the EEOC to exercise greater concern about women's employment at all levels.
5. The Fair Labor Standards Act should be amended to cover all workers, including migrants.
6. The majority of the workshop supported immediate adoption of the Equal Rights Amendment with pressure from individuals, organizations, and agencies stimulated by the Women's Bureau.
7. Social security and tax legislation should be amended to provide equality for single women. These laws still discriminate in favor of married couples.
8. The majority of the workshop supported lowering the voting age to 18.
9. The workshop supported some type of national service for women in place of serving in the Armed Forces. Other areas of society should be explored for needed equivalent activities.
10. There was much discussion and concern that neither the Women's Bureau nor the commissions on the status of women were communicating adequately to women, especially, and to the general public about the vital concerns of women and the legislation, either proposed or in process, which pertains to the changing needs and interests of women.

WORKSHOP 4.

Chairman: Addie Wyatt

Recorder: Clarice A. Bryan

Resource: Rose Terlin

Recommendations:

1. Child care centers should be available to all levels of society, sponsored by government and/or the private sector (social institutions, organizations, and industry) with standards and guidelines established by the Federal Government to provide not just child care but child development.
2. The Secretary of Labor should require that industry seek out qualified women for available jobs through enforcement of the affirmative action requirement of the Office of Federal Contract Compliance guidelines on sex discrimination.
3. More women should be employed in Government in super-grade positions through Executive Order 11478, which requires equal employment opportunity in the Federal Government.
4. Women throughout the country should organize politically, run workshops on political techniques, and support candidates on the local, State, and national levels campaigning on issues which are crucial to women.
5. Throughout the Federal Government, women should be appointed to all policymaking boards, task forces, and commissions.
6. We urge the Interstate Association of Commissions on the Status of Women to provide public hearings so that a coordination of various interest groups can be heard and their recommendations recognized and implemented.
7. We recommend universal coverage of all workers under the Federal Fair Labor Standards Act, with stronger enforcement and adequate financing.
8. We recommend that the International Association of Governmental Labor Officials work out better cooperation between Federal and State departments of labor to the end that more effective administration of the Federal Fair Labor Standards Act and State labor laws be achieved.
9. We recommend that the Women's Bureau call a national women's leadership conference on human rights.

10. Insofar as we have been able to study the report of the President's Task Force on Women's Rights and Responsibilities, we think that it is good, especially if the minority report of Dorothy Haener is included (see Recommendation 7 above). We urge that the President take a position on the recommendations immediately. We urge that organizations participating in this conference take the report back to their groups for study and action.

Addendum

The workshop did not have time to develop and vote on specific recommendations on a number of other items listed as "critical issues" at the beginning of the workshop. These were as follows:

1. *Strengthening the Women's Bureau.* The need for help in identifying existing community resources, human and institutional, was cited. It was also urged that the work of the Women's Bureau be reinforced by enlarging the staff of the Citizens' Advisory Council on the Status of Women.
2. *Youth.* The need to discover ways of working with very young girls to *eradicate stereotypes* in attitudes toward their vocational potential requires a program of both child guidance and counseling and parent education.
3. *Mature women workers.* Older women workers need assistance in the development of "new careers," "second careers," and continuing education. "The rights of older women workers" was also listed.
4. *Lowering the voting age to 18.*
5. *Inequities in the tax laws as they affect women.*
6. *The distortion of the image and role of women by the communication media.*
7. *State laws.* Help is needed on changing State laws affecting the status of women.
8. *Prisoners.* Rehabilitation of women prisoners to equip them to successfully meet their responsibilities in society is a much-neglected area.
9. *Woman's special role* in eradicating the polarization developing at every level of our society.

WORKSHOP 5.

Chairman: Evelyn Cunningham

Recorder: Ruby Jackson

Resources: Catherine East

Annie L. Hart

Recommendations:

1. The Family Assistance Plan Bill (H.R. 16311), as presently constituted in the House of Representatives version, does not include the phrase "where appropriate" in the requirements of women recipients to work. In actuality this makes employment mandatory and enslaves the female recipients of family assistance. Such a requirement is unconstitutional and immoral and must be eliminated.
2. We recommend that the participants, on returning to their communities, go to their legislatures and other elements of community leadership to find out what is being done on day care centers and continue to press for development of these facilities.
3. In the report of the President's Task Force on Women's Rights and Responsibilities, the last sentence on page 13 should be ended after the word "levels" ("with at least a modest appropriation" should be deleted). The sentence should read as follows: "In addition, we recommend that the administration support legislation to authorize Federal grants for developing child care facilities for families at all income levels."
4. We recommend that the Director of the Women's Bureau of the Labor Department be appointed Assistant Secretary of Labor for Women's Resources.
5. "The historical origins of this country's women's rights movement lie in the issue of suffrage. That issue is not yet finally resolved and should not be dropped. The sisters and citizens of the District of Columbia are not in 1970 enfranchised in any real sense. With the vote there must be a voice. The District of Columbia women have no voice. We abhor this oppression, and insist that the last colony of the United States be granted home rule and congressional representation." (This resolution was submitted by the Washington, D. C., caucus and approved by the full body.)

Addendum

Participants determined in the first workshop session that the following general categories, in the order listed, should be discussed:

Employment
Day care
Education
Health services
Legislation
Political action

Some of the subjects which were put forth for consideration but not discussed (all of which fall under the categories listed above) were:

1. More effective guidance and counseling of women and girls.
2. Assistance to women in poverty.
3. Education of women to recognize their problems.
4. Trained personnel for day care centers.
5. Minimum wage — fair labor standards.
6. Higher education — quota system in some graduate schools.
7. Equal training opportunities for women and girls.
8. Responsibility to men and children.
9. "How to" do the above, or how to determine the steps necessary to assure appropriate action in the areas listed.

There was considerable discussion of the Equal Rights Amendment, with some representatives from labor voicing their objection to adoption of that amendment.

There was also an unsuccessful effort made by one participant to have the workshop recommend acceptance of the report of the President's Task Force on Women's Rights and Responsibilities.

WORKSHOP 6.

Chairman: Gene Boyer

Recorder: Anna Tucker

Resources: Carole Barrer

Priscilla B. Bonuccelli

Mary G. Kramer

Dorothy T. Parrish

A. Recommendations by consensus:

1. Urge the President, Congress, and political parties to take measures to secure passage of the Equal Rights Amendment and to secure ratification by the States.
2. Support Dorothy Haener's minority report in the report of the President's Task Force on Women's Rights and Responsibilities.

B. Other recommendations:

1. In order to expand and improve day care facilities, we urge the establishment of Federal standards, support of legislation for increased Federal funds, work with unions and other organizations to establish day care centers, and efforts to provide day care facilities for all working mothers regardless of economic status or employment.
2. In order to equalize educational opportunities for women and men, we urge upgrading the counseling of women and curriculums offered to women, an increase in funds for grants and loans to middle-class youth, and reinforcement of opportunities for continuing education for mature women, including scholarships.
3. In regard to the U. S. Department of Labor Office of Federal Contract Compliance sex discrimination guidelines, we urge return of the provision for timetables and goals in employers' affirmative action programs, and establishment of employment standards for bona fide occupational qualifications similar to those of the Equal Employment Opportunity Commission.
4. Urge the extension of minimum wage coverage to all workers, especially private household workers.
5. We recommend that increased staffing and funds be provided for the Women's Bureau and that the status of the Director of the Women's Bureau be upgraded.
6. We recommend the repeal of abortion laws.
7. We urge the Women's Bureau to develop better information and statistics on property, divorce, and alimony laws as they affect married women; the dissemination of this information; and greater public education on family laws as they discriminate against women.

C. Recommendations made by one or two participants:

1. While this conference is particularly and intentionally focused on women and women's rights, we urge the conference to make a statement deploring racism and calling for an end to it.
2. Recommend that the President and Congress elevate the Office of Education to Cabinet status within the executive branch of the Federal Government.
3. Urge the President and Congress to establish a Women's Bureau in the Department of Health, Education, and Welfare to coordinate with the Women's Bureau in the Department of Labor to provide impetus for new laws, grants of assistance, and research on activities affecting women.

WORKSHOP 7.

Chairman: Minnie C. Miles

Recorder: Mattie M. Jeltz

Resources: Arthur Besner
Morag M. Simchak

Recommendations:

1. The President is urged to implement immediately the recommendations contained in the report of the President's Task Force on Women's Rights and Responsibilities.
2. The Congress should enact the Equal Rights Amendment to the U. S. Constitution. Representatives are urged to sign the discharge petition of Representative Martha Griffiths to move the proposed Equal Rights Amendment from the House Committee on the Judiciary for consideration by the House of Representatives.
Toward the implementation of this resolution, each conferee is asked: (a) to sign a resolution directed to her Congressman urging support of the ERA and the Griffiths discharge petition; (b) to make immediate contact with her Congressman urging support of the ERA, and (c) to have clubs and organizations with which she is affiliated urge memberships to contact Congressmen for support of the ERA.
3. The Director of the Women's Bureau should be elevated to an Assistant Secretary of Labor level.
4. Establishment of a system of well-operated child care centers available for preschool and school-age children, with priority for children from low-income families, is urged. Such centers would also provide night care, recognizing the need of parents who undertake night employment.
5. Establishment by the Congress of a guaranteed annual income to insure that all families receive an income not less than the "low-income budget" level promulgated by the U. S. Department of Labor is recommended. This would serve as a replacement for the inadequate family benefit levels in the proposed Family Assistance Act.
6. Amendment of title VII of the Civil Rights Act of 1964 to provide for adequate enforcement provisions and funding and to extend coverage to employees in State and local governments and in the educational professions.
7. To provide for the redress of past discrimination in employment, it is urged that employers (public and private) provide preferential treatment for minority and women employees in hiring, training, and promotion, until such time as discrimination against minorities and women has been eliminated.

The following topics were raised but time did not permit consideration:

1. Extension of coverage under the Fair Labor Standards Act.
2. Development of career ladders and job restructure.
3. Drug abuse.
4. Elimination of discrimination in higher education.
5. Repeal of abortion laws.

WORKSHOP 8.

Chairman: Margaret Kolb

Recorder: Bette Finegan

Resources: Charles A. Hicks
June H. Wakeford

Recommendations:

1. Support the recommendations (both majority and minority) of the President's Task Force on Women's Rights and Responsibilities.
2. Ask conferees to appoint a task force to go to Congress to urge support of the proposed Family Assistance Act (S. 2986) for inclusion in the Social Security Act, title IV, section 437 (liberalized provisions for child care), and that this task force remain in force to pursue goals regarding continuing education, tax deductions for child care, day care facilities, etc.
3. Add sex to title VI of the Civil Rights Act of 1964.
4. Request the Secretary of Labor to reexamine the guidelines of the Office of Federal Contract Compliance in order to set goals and establish a timetable to end discrimination based on sex.
5. Recommend that the Women's Bureau convene meetings with representatives of women's organizations to stress the need for self-analysis and to instill self-confidence. These should be followed up by regional conferences.
6. Update and distribute "Know Your Rights" (Women's Bureau Leaflet 39).
7. Set up a division in the Department of Justice to help enforce the rights of women.
8. Elizabeth Duncan Koontz should be appointed Assistant Secretary of Labor for Women's Resources.

Suggestions:

1. That conferees recruit women from their home States to march on Washington on August 26 in support of women's rights.
2. That conferees urge legislative action to liberalize abortion laws in States that have not already done so.

WORKSHOP 9.

Chairman: Sister Mary Austin Doherty

Recorder: Felice Sorett

Resource: Jean A. Wells

Recommendations:

1. Recommend that Representative Martha Griffiths' discharge petition to get Equal Rights Amendment on the floor of the House of Representatives be supported and that conference participants be urged to request support by their congressional representatives.
2. Recommend that the conference support extension of State minimum wage laws to include household and other low-paid workers.
3. Urge that conference participants request their Congressmen to support the four sections of the Omnibus Postsecondary Education Act of 1970 (H.R. 16098) that pertain specifically to women, i.e., (1) to include teachers under title VII of the Civil Rights Act of 1964; (2) to extend coverage of the Civil Rights Commission to include sex discrimination; (3) to extend coverage of title VI of the Civil Rights Act of 1964 to include sex discrimination; and (4) to enable administrative, executive, and professional personnel to benefit from the equal pay provisions of the Fair Labor Standards Act.
4. Recommend that the enforcement provisions of the guidelines to bar sex discrimination in Government contract work be amended to include:
 - a. Requirement that the Office of Federal Contract Compliance set up goals and timetables for compliance regarding women's employment as has been done for minority groups.
 - b. Requirement that individuals employed as compliance officers be tested to determine their sympathetic commitment to vigorous and prompt enforcement of the sex discrimination guidelines of the OFCC, with women comprising at least half of the compliance officers.
5. Request that the U. S. Civil Service Commission vigorously enforce laws and orders requiring equal employment opportunity for women in the Federal service.
6. Urge that broad cease and desist powers be granted to the Equal Employment Opportunity Commission.
7. Recommend that in order to reawaken the conscience of America, to restore the spirit of social justice, and to assure the survival of one nation—not two—the Women's Bureau and the entire national administration establish as a priority the complete elimination of racism in all its forms.
8. Urge support of Federal legislation to create and finance adequately child care centers for children of parents who are employed or attending school with the understanding that community facilities be utilized where available.

Specifically, this includes support of the recommendation of the President's Task Force on Women's Rights and Responsibilities that there be extension of "liberalized provision for child care [as] proposed in S. 2986 for inclusion in the Social Security Act (Section 437 of Title IV)." We also, in the words of the Task Force report, "support authorization of Federal aid for child care for families not covered under the family assistance plan."
9. Recommend that the conference participants work to facilitate dissemination of information which will improve counseling and communications in the schools so that students, both male and female, are provided many options and opportunities for their life styles.
10. Recommend coordination of efforts directed toward improving women's options, urging teachers, counselors, parents, students, and other interested people and organizations in the community to talk and honestly communicate with each other about pertinent attitudes and values. In this connection, also recommend that conventions or convocations be held yearly to exchange ideas among the above-named groups.
11. Recommend that student application forms submitted to educational institutions report initials rather than given names and that there be no place on the form where the sex of the student is requested.
12. Propose that the conference participants recommend establishment of a communications center which would be a na-

tional clearinghouse of materials dealing with women's rights prepared by all types of groups both governmental and non-governmental. The goals of the clearinghouse would be:

- a. To keep women informed of national legislation affecting women.
 - b. To keep the public press informed of women's activities, through use of such aids as speakers' guides and press kits.
 - c. To conduct "awareness" campaigns so that women will understand their changing role and so that men will help effect needed changes.
 - d. To supply materials to the referral service centers being established in large cities.
 - e. To urge the Advertising Council to adopt a national advertising campaign to educate the public regarding women's rights.
 - f. To work toward an improved female image in all media by calling attention to unfavorable advertising and urging women to take part in this campaign.
 - g. To work toward the acceptance of women in roles other than conventional stereotyped roles.
 - h. To urge State commissions on the status of women and other citizens' committees to better publicize their activities.
13. Recommend that the Women's Bureau update, revise, and re-issue its pamphlets on the legal rights of women in each State. Suggest that they be issued in conjunction with the State commissions on the status of women and that they be distributed through the State commissions, local YWCA's, and other appropriate women's organizations.
 14. Recommend that the Director of the Women's Bureau be appointed Assistant Secretary of Labor for Women's Resources.
 15. Recommend that the Women's Bureau be supported with adequate funding and personnel to effectively concentrate on the conservation and development of human resources.
 16. Recommend that Mr. Arthur Fletcher be appointed Under Secretary of Labor or to a Cabinet-level position in the White House.

WORKSHOP 10.

Chairman: Dorothy Haener

Recorder: June B. Ellis

Resource: Madeline H. Mixer

Recommendations:

1. The majority favored the Equal Rights Amendment.
2. The entire group supported the report of the President's Task Force on Women's Rights and Responsibilities, as well as the minority report favoring the extension of coverage of the Fair Labor Standards Act to every job within the reach of Federal authority.
3. It was agreed that the Women's Bureau should encourage women's interest organizations to teach women political know-how.
4. Women should be urged to celebrate August 26, 1970, as a "day of commitment," specifically promoting "teach-ins" and other educational programs to increase public knowledge about issues of interest to women.
5. A resolution was passed: To commend the Women's Bureau for the work of the conference and to recommend that: (1) the Bureau be appropriated funds and staff sufficient to operate its programs more successfully and (2) Mrs. Elizabeth Koontz be appointed Assistant Secretary of Labor for Women's Resources.

Other points originally listed for discussion, which were partly subsumed in discussions of the Task Force report, are:

1. Social security law: to remove inequities in the system which operate against working wives.
2. Protective legislation.
3. Birth control.
4. Financial aid for education and training.
5. Tax deductions for child care to enable mothers to work.

WORKSHOP 11.

Chairman: Mary S. Resh

Recorder: Winifred T. Echelberger

Resource: Mary C. Manning

Recommendations:

1. The recommendations of the President's Task Force on Women's Rights and Responsibilities should be adopted immediately, including the minority report.
2. The Department of Labor should compile material (films, film strips, slides, etc.) on human roles for use by organizations as an educational and public relations service.
3. The Department of Labor should encourage and work with the Federal Communications Commission and the mass media in the education of the public on human roles.
4. The President should appoint a qualified woman to the next vacancy on the U. S. Supreme Court.
5. The President should appoint a woman to a Cabinet-level post.
6. The President should appoint a woman to serve as U. S. Commissioner of Education, and qualified women should be recruited for other top-level positions.
7. Women should be encouraged to actively seek elective office. Women should support those candidates who support the rights and goals of women.
8. The Interstate Association of Commissions on the Status of Women should develop and make available a roster of qualified women for public positions.
9. More women, representative of the total female population, should be actively and immediately recruited for and involved in the development and administration of job training programs, including the Cooperative Area of Manpower Planning System (CAMPS).
10. More older workers should be recruited for training programs, in particular older women workers.
11. Girls and women should be encouraged to enter a wider range of skill training programs, including apprenticeships.
12. Commissions on the status of women should be composed of women who are representative of all races, creeds, national origins, and ages, as well as women in the labor force.
13. The Federal Government should establish a national system of care and education for children.
14. Women who work part time should receive the same pay and benefits as men working part time.
15. Vocational counseling programs should be instituted in all junior high schools.
16. Educational institutions should offer special courses on the roles of women.
17. The Women's Bureau should be upgraded in status, its staff enlarged, and its budget increased.
18. The quota system in colleges should be eliminated.
19. Textbooks, including preschool readers, should contain role models of women and varieties of life styles.
20. Discrimination in education should be eliminated.

WORKSHOP 12.

Chairman: Joy R. Simonson

Recorder: Lucile Crowell Cooks

Resource: Rhobia C. Taylor

Recommendations:

1. Encourage women to seek elective and appointive offices on national, State, and local levels.
2. Recommend increased support of the Women's Bureau.
3. Support Equal Rights Amendment, including work at the State level preparatory to ratification campaigns.
4. Recommend extension of coverage of Fair Labor Standards Act as well as improved State labor legislation.
5. Remove inequities of Social Security Act and tax laws for single and married women.
6. Repeal abortion laws.
7. Reform education process by providing more counselors; institute counselor training courses at more universities; promote summer seminars for changing attitudes of some counselors (men); help raise women's aspirations.

WORKSHOP 13.

Chairman: Audrey Rojas Kaslow

Recorder: Nodine Cook Henniger

Resource: Evelyn W. Farber

Recommendations:

1. Examine the possibility of hiring a professional lobbyist to work for women and women's concerns in the Congress, headquartered in Washington, D. C., supported by individuals and groups concerned with improving the status of women.
2. We urge the participants at the Fiftieth Anniversary Conference of the Women's Bureau to wire, call, or write his/her Congressman urging him to sign Congresswoman Martha Griffiths' motion (filed June 11, 1970) to discharge the Judiciary Committee from further consideration of H.J. Res. 264, the Equal Rights Amendment.
3. Use the wording of the minority report (page 30) of the report of the President's Task Force on Women's Rights and Responsibilities: "The Fair Labor Standards Act should be amended to extend its coverage, without exception, to every job within the reach of Federal authority. In particular, household workers and all low-paid workers in the United States should be paid not less than the Federal minimum wage."
4. Repeal all laws restricting a woman's right, in consultation with her physician, to an abortion.
5. To remedy the inequities based on sex in the social security retirement system, support all measures presently embodied in bills sponsored by Martha Griffiths of Michigan.
6. That the Social Security Administration and the Internal Revenue Service enforce the Social Security Act with respect to taxes due on the wages paid to household workers.
7. That the U.S. Department of Labor change the name of the Manpower Programs and Administration to Human Resources Programs and Administration.
8. That an Office of Women's Rights be established within the Equal Employment Opportunity Commission.

During the morning session there were suggestions and discussion of items to be considered and discussed for recommendations from the group.

The Chairman, Recorder, Resource, and several participants remained after adjournment of the morning workshop and grouped the items to expedite discussion during the afternoon session.

Because there was not sufficient time to discuss all the items, and the Equal Rights Amendment proponents spoke up for legislation as a priority, discussion on the majority of the items was limited to that of the morning session when they had been originally brought up and adopted for the agenda. They are listed below, as grouped by "the workshop establishment," with no indication of intended priorities.

Legislation

1. Repeal of abortion laws, and extension and implementation of planned parenthood.
2. Equal Rights Amendment.
3. Extension of Fair Labor Standards Act: increasing the basic minimum wage rate.
4. Social Security Act:
 - a. elimination of inequities based on sex;
 - b. derive a satisfactory formula for additional retirement benefits for working wives;
 - c. coverage of household workers.
5. Civil Service Act: elimination of inequities based on sex.
6. Internal Revenue Act:
 - a. child care deductions;
 - b. tax relief for wages paid household workers.
7. Protective labor legislation: need at State level for all workers.
8. Housing:
 - a. inequities for families headed by women;
 - b. public housing restrictions and forced moving for those newly and recently employed and employable.

Employment and training

1. Require all supportive services during and following training.
2. Need for child care—for all, all day.
3. Household workers.
4. Needed by teenage mothers.
5. Positive recruiting of women.
6. Supervisory training:
 - a. normal;
 - b. sensitivity.
7. Reprisals (including those from supervisors).

Counseling and education

1. The need for a revolution in education; in counseling.
2. The teenage mother.

Task Force report

1. That State commissions be made more representative of the population.
2. Endorsement:
 - a. total;
 - b. by item.

“Public relations”: attitudes and image

1. Male involvement essential.
2. Media: how to rectify.
3. Women’s own attitudes.
4. Lobbyist.
5. Interorganizational coordination on items of mutual interest.
6. Need for different kind of data than is presently available, i.e., the psychological effects of working on women/mothers; on the working woman/mother, etc.
7. Need to select and *interpret* (in publications) data relevant to women’s needs.

The question of nonemployed women

50th ANNIVERSARY WOMEN'S BUREAU

1920 - 1970

U. S. DEPARTMENT OF LABOR



Final Plenary Session

Recommendations from the 13 workshops were presented by the conference reporter, Geraldine Rickman, at the final session on Saturday, June 13, at which time these recommendations were discussed, refined, and voted upon.

The Saturday morning schedule required participants to leave for a reception at the White House before all business had been concluded. Conferees agreed to a temporary recess, and arrangements were made to continue the meeting after the visit to the White House.

The unscheduled session lasted 4 hours. As the afternoon wore on, many conferees were forced to leave because of travel arrangements and other commitments. During the last dramatic hours, the group ranged in size from over 200 at first to fewer than 100 people when the conference adjourned.

The Women's Bureau had not anticipated that issues would be voted upon in general session. Since conferees had not been asked to be prepared to commit their organizations to specific positions and since many were unable to remain for the afternoon meeting, the recommendations approved at the Saturday sessions can be regarded only as an index of personal opinion, showing the consensus of those participants present at the time.

The recommendations approved at the Saturday sessions follow.

I. REPORT OF PRESIDENT'S TASK FORCE ON WOMEN'S RIGHTS AND RESPONSIBILITIES

That most recommendations in the Task Force report (entitled "A Matter of Simple Justice") be adopted immediately, including the minority report submitted by Dorothy Haener requiring extension of the Fair Labor Standards Act to cover, without exception, every job within reach of Federal authority. (In particular, household and all other low-paid workers in the United States should be paid not less than the Federal minimum wage.)¹

II. EQUAL RIGHTS AMENDMENT

That Congress be urged to pass the Equal Rights Amendment to the Constitution of the United States. That all participants request their representatives to sign Congresswoman Martha Griffiths' discharge petition to bring the amendment to the floor for a vote.^{2 3}

¹ *The full text of the report of the President's Task Force on Women's Rights and Responsibilities was, unavoidably, not presented to most conference participants until the day of the meeting. If there had been more time for study, some of its recommendations, which differ in some respects from conference positions, might have been more closely questioned.*

² *A petition supporting the Equal Rights Amendment, addressed to Congress, was circulated and received 173 signatures. It has been transmitted to the Congress and a copy is appended to this report (Attachment A).*

³ *A dissenting statement titled "Minority Report re Protective Legislation vis-a-vis the Equal Rights Amendment" was circulated and received 30 signatures. A copy is appended to this report (Attachment B).*

III. EMPLOYMENT ISSUES

A. Title VII of the Civil Rights Act of 1964

1. That title VII, which prohibits discrimination in private employment based on sex as well as on race, color, religion, and national origin, be amended to apply to teachers and others in the field of education.
2. That the Equal Employment Opportunity Commission which administers title VII be given adequate enforcement authority in addition to the conciliation power it now has.
3. That the Attorney General of the United States, who is empowered to institute court action for violations, be strongly urged to more vigorously pursue test cases to eliminate patterns of sex discrimination in employment.

B. Equal Pay Act of 1963

That the Equal Pay Act be amended to extend coverage of its equal pay provisions to executive, administrative, and professional employees.

C. Office of Federal Contract Compliance

That the "Guidelines To Bar Sex Discrimination on Government Contract Work" issued by the U.S. Department of Labor's Office of Federal Contract Compliance be implemented immediately. That, moreover, the guidelines be strengthened by the requirement that employers must submit specific goals and timetables, and by adding a narrow interpretation of bona fide occupational qualifications consistent with those of the Equal Employment Opportunity Commission. That, in addition, the Secretary of Labor require that all industry, which in any way receives Federal funds through Government contracts, should seek out and employ qualified women for jobs at every occupational level, taking into account the lack of representation of women in managerial and executive positions.

D. Public Attitudes Toward Better Employment Practices

That conference participants seek to promote more positive public attitudes toward sex discrimination in hiring and benefits, whether by sponsoring needed legislation or by spreading information. For example, women with special family problems should be granted the same rights to be hired in first-time employment and in reentry as are granted to men who have completed their military service requirements. An additional example: preferential practices covering hiring, promotion, and training for minority and women employees should be adopted by public and private employers until the current discrimination against minorities and women has been eliminated.

IV. POLITICAL ISSUES

A. Home Rule for Washington, D. C.

The historical origins of this country's women's rights movement lie in the issue of suffrage. That issue is not yet finally resolved for all women, since citizens of the District of Columbia have no elected representatives. Hence D. C. women have a vote but no voice. The last colony of the United States should be granted home rule and congressional representation.

B. Women in Political Office

That women be urged to run for political office at the local, State, and national levels, and that the talent and know-how of women presently used to elect men to office be directed toward the election of women.

C. Election of Sympathetic Candidates

That women exercise their political power to elect candidates, regardless of sex, who are positively oriented toward women's interests, and support their aims and goals in the drive toward equal partnership with men.

D. Lobbying Toward Equality of Rights

That the power of women be used to keep insistently before the President, the Congress, and other national leaders the realities of their determination to achieve equal rights for all people regardless of race, sex, religion, or national origin.

E. Indochina War

The youth caucus presented the following proposal: "The recommendations produced by the conference, such as those for child care centers, will have no action implications unless they have substantial financial and human resources committed to their actualization.

"We, as young women, feel that commitment of the necessary resources *will not* be forthcoming until the war in Indochina comes to a halt, and our priorities are directed to solution of the urgent domestic problems facing us.

"We therefore demand an immediate end to the Indochina War. We propose that the body of this conference join us in this stand."

V. EDUCATION ISSUES

A. Omnibus Postsecondary Education Bill

That participants request their congressional representatives to support the four sections of the Omnibus Postsecondary Education Bill (H.R. 16098 introduced by Representative Edith Green of Oregon) that pertain specifically to women: (1) to include teachers under title VII of the Civil Rights Act of 1964; (2) to extend coverage of the Civil Rights Commission to include sex discrimination; (3) to extend coverage of title VI of the Civil Rights Act (dealing with discrimination in programs receiving Federal assistance) to include sex discrimination; and (4) to enable administrative, executive, and professional personnel to benefit from the equal pay provisions of the Fair Labor Standards Act.

B. Educational Opportunities

That educational opportunities for women be expanded; that grants, loans, and scholarships be provided for persons with low incomes who wish to begin or return to school—at all levels, including graduate and professional schools.

C. Counseling

That a comprehensive program of counseling for women and girls be instituted, including multilingual counseling, with proper attention to the total life-planning process.

D. Office of Education

That the Office of Education be removed from the U.S. Department of Health, Education, and Welfare, and be made a Cabinet-level agency. Education is essential to the development of all our human resources, and the President and Congress should assure that it is not handicapped by the necessity to compete for funds with health and welfare.

E. Basic and Continuing Education

That women who are young, poor, members of minority groups, or returning to the work force after an absence of several years should have available to them in their own neighborhoods adequately supported and expanded programs of basic adult and continuing education.

F. Quotas for Admission

That institutions of higher learning eliminate their resistance to admitting women to "traditionally male" professional schools and graduate departments. That quotas for women (whether overt or covert) be entirely eliminated in higher education.

G. Discrimination at Top Levels

That women be employed not only as teachers at the usual elementary, secondary, and higher education levels, but that their numbers increase immediately in the top administrative and supervisory positions in educational institutions, especially in colleges and universities. This should include the presidential level.

H. Stereotypes in Curriculums

That curriculums in education at all levels be made relevant to the changing role of women today, and that textbooks and materials reflect nonstereotypical images of women and girls.

VI. SOCIAL ISSUES

A. Child Care Facilities

That the national goals established by the Task Force report with regard to provision of child care facilities and programs be supported. That the establishment of nationwide day care centers be viewed as an immediate and major priority of this Government. That special concern and priority be given to minority and low-income persons, but that there be recognition of the need for child care services for families regardless of economic status.

B. Family Assistance Plan Bill

That the Federal Government, under the administration-sponsored Family Assistance Plan Bill (H.R. 16311), be urged to insure adequate income for mothers with children under 18 by offering work incentives but *not requiring* employment. Furthermore, referrals for training and employment would be limited to persons determined "appropriate."

C. Representatives of the National Welfare Rights Organization recommended that their Adequate Income Plan prescribing a minimum annual income of \$5,500 be supported by the conference. Brochures were distributed to participants outlining the suggestions of the NWRO.

D. Social Security Legislation

That the social security law be reviewed and properly amended to eliminate inequities based on sex, regardless of whether the discrimination currently favors men or women.

E. Reform of Abortion Laws

That all laws restricting the right of women to have abortions should be repealed, since a woman should have the right to control of her own body.

F. Sexism

That the Women's Bureau and the entire national administration establish as a top priority the complete elimination of sexism in all its forms.

G. Racism

That the Women's Bureau and the entire national administration establish as a top priority the complete elimination of racism in all its forms.⁴

VII. WOMEN'S BUREAU

A. Elevating the Status of the Women's Bureau Director

That the Director of the Women's Bureau be appointed Assistant Secretary of Labor for Women's Resources or Human Resources.

B. Expanding the Bureau

That the Women's Bureau be supported with adequate funding and personnel to effectively promote the conservation and development of human resources, and to set up a clearinghouse of information for women on their rights and opportunities.

C. National and Regional Conferences

That the Bureau bring together at regular intervals representatives of all the women's organizations in the United States to work out programs for improving their status. Such conferences should be followed by regional meetings to assist women's-interest groups in the implementation of their programs.

⁴ This includes specifically discrimination against every single minority group in the United States with particular reference to black, Indian, and Spanish-speaking Americans. Please see the copy attached of a statement presented in behalf of Mexican American women, entitled "A Minority Nobody Knows" (Attachment C).

That, in addition, "awareness" conferences be set up for men so that they can assist in the needed reforms instead of becoming agents of backlash.

VIII. INTERSTATE ASSOCIATION OF COMMISSIONS ON THE STATUS OF WOMEN

That this newly formed association (IACSW) provide public hearings to coordinate the various interest groups and permit their concerns and recommendations to be heard, recognized, and, if possible, implemented.

IX. MASS MEDIA

That the communications industry as represented by television, radio, newspapers, magazines, and advertisers be urgently requested to work with the Women's Bureau and other women's groups to improve the self-image of women as rational, mature human beings. The media can assist women to educate the public by depicting the striving for women's rights as a serious undertaking.

X. DAY OF COMMITMENT

That August 26, 1970 (50th anniversary of passage of the Women's Suffrage Amendment), be recognized as a "day of commitment" for women. That individual communities throughout the Nation find ways and means to bring to the attention of everyone the concerns of women as they affect our attainment of equal rights.

XI. REAPPOINTMENT OF ELIZABETH KUCK

That Elizabeth Kuck, whose appointment as a Commissioner of the Equal Employment Opportunity Commission is expiring, should be reappointed. She has been a forceful member of the EEOC and a very strong supporter of equal rights for all minorities and women.

ATTACHMENT A

WOMEN'S BUREAU—U.S. Department of Labor
50th Anniversary Conference, Washington, D. C.

To: MEMBERS OF THE U.S. CONGRESS
From: Attendees of the 50th Anniversary Conference
Topic: EQUAL RIGHTS AMENDMENT

The undersigned attendees of the 50th Anniversary Conference of the Women's Bureau, U.S. Department of Labor, urge the passage of the Equal Rights Amendment to the U.S. Constitution. They further request each Congressman to sign the Discharge Petition of Rep. Martha Griffiths to move the Equal Rights Amendment from the House Committee on the Judiciary for consideration by the House of Representatives.

ATTACHMENT B

MINORITY REPORT RE PROTECTIVE LEGISLATION
Vis-a-Vis the Equal Rights Amendment

We congratulate the Women's Bureau for 50 years of service to the women of the Nation.

We do, however, regret the obvious effort to use this conference to win support for the passage of the proposed Equal Rights Amendment without providing adequate opportunity for full and free discussion of the implications of this highly controversial issue.

There are a substantial number of women present who, while actively supporting the movement for equality, cannot support this amendment in its present form since it would, in fact, destroy hard-won and necessary labor standards.

The majority of women here—middle-class professional and semi-professional people—would not suffer the slightest pain from the destruction of protective legislation.

The forgotten majority, millions of women not present today, workers in factories, fields and service industries could, almost immediately, suffer a reduction in some labor standards, particularly in light of the present recession and the consequent shrinkage of the job market.

Protective (often a synonym for "decent") labor standards must not so cavalierly be undermined or given away. The tragic effects for so many could be too severe.

We would support the amendment if it were to guarantee protection of labor standards.

ATTACHMENT C

A MINORITY NOBODY KNOWS

A MINORITY REPORT BY ESTHER LAPLANTE

I am here to issue a challenge to the women present today. This challenge comes from the "minority nobody knows." A people that have been here, as Assistant Secretary Fletcher pointed out, even before the Pilgrims landed.

I am talking about the Mexican-American, Spanish speaking—or as we call ourselves—*La Raza!*

We are not, as many like to think, immigrants. The Mexican-Americans have contributed a rich cultural heritage to America. This heritage dates back to the early 1500's. Preservation of this heritage and language was legally guaranteed by the United States in the Treaty of Guadalupe Hidalgo.

You may be wondering why I am speaking for the Mexican-Americans. *I am* a Mexican-American with a French surname, and for many of you probably not typical of the stereotype perpetuated through the public media.

There are millions of Mexican-Americans who are like myself. We are not to be found under a cactus. We are not found under a sombrero. Nor are we jolly bandit types as the Frito Bandito commercial would have you believe.

If this group present today is truly and sincerely interested in equal rights for women, you must concern yourselves with *all* women.

Our women feel the impact of discrimination first as women and then again as minority women. Our call to the women at the conference is in regard to the obvious lack of representation and involvement of this second largest minority. Of one thousand participants in this conference, only a small handful of us are Mexican-Americans.

Out of the states represented here, very, very few commissions and organizations have included Mexican-American women.

If you are sincere in your talk of equal rights, you will go back to your communities and actively seek out Mexican-Americans to participate in your local and state women's organizations and commissions, and at the next conference of this nature, your efforts to include Mexican-Americans will be clearly evident.

Thank you very much.

TELEGRAM FROM THE PRESIDENT

THE WHITE HOUSE
JUNE 12, 1970

MRS. ELIZABETH DUNCAN KOONTZ
DIRECTOR
WOMEN'S BUREAU
WASHINGTON, D. C.

Please extend my warm personal greetings and good wishes to all in attendance at your conference celebrating the fiftieth anniversary of the establishment of the Women's Bureau. Your work with the women of America has been a dynamic influence in helping to create a better life for all of our citizens, and I salute your half-century of achievement. May your efforts in behalf of the powerful, creative resources for good which you rightfully characterize "womanpower" continue to be crowned with success. I regret immensely being unable to convey these sentiments in person and have requested that this message be sent tomorrow as I shall be away from Washington, but I am most pleased that Mrs. Nixon will be with you to express to you the good wishes of us both.

Richard Nixon

LAWS, EXECUTIVE ORDERS, AND GUIDELINES DISCUSSED AT THE CONFERENCE

FAIR LABOR STANDARDS ACT (FLSA) OF 1938 AND ITS 1966 AMENDMENTS

Known also as the Federal wage and hour law, this legislation establishes a minimum wage for the workers it covers, and requires premium pay for work beyond a specified number of hours. The FLSA is enforced by the Wage and Hour and Public Contracts Divisions of the U.S. Department of Labor.

FEDERAL EQUAL PAY ACT OF 1963

Applying to all employees who are covered by the minimum wage provisions of the Fair Labor Standards Act, this law prohibits employers from discriminating on the basis of sex in the payment of wages for equal work on jobs requiring equal skill, effort, and responsibility and which are performed under similar working conditions. It is enforced by the Wage and Hour and Public Contracts Divisions of the U.S. Department of Labor.

TITLE VII OF THE CIVIL RIGHTS ACT OF 1964

Title VII prohibits discrimination in hiring, upgrading, and all other conditions of employment on the basis of race, color, religion, sex, or national origin. It covers private employers, labor organizations, and public employment agencies. Title VII is administered by the five-member Equal Employment Opportunity Commission appointed by the President.

SEX DISCRIMINATION GUIDELINES ISSUED BY THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

By virtue of its authority under the Civil Rights Act of 1964, the Equal Employment Opportunity Commission has promulgated various Guidelines on Discrimination Because of Sex covering: (1) sex as a bona fide occupational qualification; (2) separate lines of progression and seniority systems; (3) discrimination against married women; (4) job opportunities advertising; (5) employment agencies; (6) preemployment inquiries as to sex; (7) relationship of title VII to the Equal Pay Act; and (8) relationship of title VII to State laws.

EQUAL EMPLOYMENT OPPORTUNITY BY FEDERAL CONTRACTORS: EXECUTIVE ORDER 11246 AS AMENDED BY EXECUTIVE ORDER 11375

This Executive order prohibits discrimination on the basis of sex by Federal contractors and subcontractors and on federally assisted construction projects. The Office of Federal Contract Compliance of the U.S. Department of Labor administers the order.

SEX DISCRIMINATION GUIDELINES ISSUED BY THE OFFICE OF FEDERAL CONTRACT COMPLIANCE

Guidelines to assure equal job opportunity for women on work paid for by Federal funds were issued by the Secretary of Labor on June 9, 1970.¹

EQUAL EMPLOYMENT OPPORTUNITY IN THE FEDERAL GOVERNMENT: EXECUTIVE ORDER 11478

Executive Order 11478 prohibits discrimination because of sex, as well as race, color, religion, or national origin, in Federal employment. It directs Federal agencies to formulate employment programs insuring nondiscrimination. This order is administered by the U.S. Civil Service Commission.

AGE DISCRIMINATION IN EMPLOYMENT ACT OF 1967

This act prohibits discrimination in employment against persons 40 to 65 years of age by employers, employment agencies, and labor unions, except where age is a bona fide occupational qualification. It is administered by the Wage and Hour and Public Contracts Divisions of the U.S. Department of Labor.

THE PROPOSED EQUAL RIGHTS AMENDMENT TO THE U.S. CONSTITUTION

The proposed amendment says: "Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex."²

¹ On July 31, 1970, the Secretary announced that the Department of Labor will use goals and timetables for achieving equal job opportunity for women.

² The Equal Rights Amendment was approved by the House of Representatives on August 10. It was then taken up by the Senate where it was amended to exempt women from the draft and to permit prayer in public buildings. Because it was the consensus of congressional opinion that these amendments precluded passage, Senator Bayh introduced a substitute based on the 14th amendment. After much criticism from women's organizations, the Senator withdrew this proposal. As of December 1970, the ERA appears to be dead for this session of Congress.

ROSTER*

Mrs. Elizabeth Abolin,
Councillor, Maryland Library Association

Miss Grace M. Ackerman,
Federal Women's Program Coordinator, Marshall Space Flight Center, National Aeronautics and Space Administration, Huntsville, Ala.

Dr. Margaret F. Ackroyd,
Executive Vice Chairman, Rhode Island Commission on the Status of Women

Miss Barbara Acosta,
College of San Mateo, San Mateo, Calif.

Dr. Elizabeth K. Adams,
Clinical Instructor, Emory University School of Medicine, Atlanta, Ga.

Miss Bertha Adkins,
Former Under Secretary, U. S. Department of Health, Education, and Welfare, Oxford, Md.

Miss Deluvina Aguirre,
Program Assistant, Cabinet Committee on Opportunity for the Spanish Speaking, Washington, D. C.

Miss Beatrice Aitchison,
Director of Transportation Economics, U. S. Post Office Department, Washington, D. C.

Miss Miriam Albert,
Executive Director, B'nai B'rith Women, Washington, D. C.

Mrs. Brenda Alexander,
Sigma Gamma Rho, Baltimore, Md.

Miss Virginia R. Allan,
Chairman, President's Task Force on Women's Rights and Responsibilities; Citizens' Advisory Council on the Status of Women; Wyandotte, Mich.

Mrs. John Aller,
Chairman, Jacksonville (Fla.) Council for Continuing Education

Miss Isabelle Allias,
Pennsylvania Citizens' Advisory Council on the Status of Women

Miss Frances A. Ambursen,
Manpower Administration, U. S. Department of Labor, Washington, D. C.

*The organizational affiliations listed after the names of participants are taken from the registration forms and do not imply legal, financial, or voting representation.

Mrs. Mabel Amos,
Executive Secretary, Alabama Governor's Commission on the Status of Women

Mrs. Eula M. Anderson,
Second Vice President-elect, International Association of Personnel Women, Wausau, Wis.

Mrs. Evelyn B. Anderson,
Equal Employment Opportunity Specialist, U. S. Post Office Department, Washington, D. C.

Miss Bonnie Angelo,
Time magazine, Washington, D. C.

Mr. A. Frank Antley,
Personnel Specialist, Bureau of Land Management, U. S. Department of the Interior, Washington, D. C.

Mrs. Harriet Appleby,
Local 19, Office and Professional Employees International Union, Toledo, Ohio

Miss Margery J. Arent,
Administrative Assistant, National Advisory Council on Vocational Education, Office of Education, U. S. Department of Health, Education, and Welfare, Washington, D. C.

Miss Marie G. Argana,
Federal Women's Committee, U. S. Department of Commerce, Washington, D. C.

Mrs. Helen S. Astin,
Director of Research, University Research Corp., Washington, D. C.

The Honorable Elizabeth Athanasakos,
President's Task Force on Women's Rights and Responsibilities, Fort Lauderdale, Fla.

Mrs. Ruth N. Atkins,
Community Worker, Union Settlement House, New York, N.Y.

Mrs. Christine Aughney,
Personnel Management Specialist, U. S. Civil Service Commission, Washington, D. C.

Miss H. Elsie Austin,
Washington (D. C.) Baha'i Assembly

Miss Lucile Babcock,
Minneapolis, Minn.

Mrs. William H. Baier,
American Association of University Women, Bethesda, Md.

Mrs. Edwina Bailey,
Federal Women's Program Coordinator, Bureau of Engraving and Printing, U. S. Department of the Treasury, Washington, D. C.

Mrs. Pearl L. Bailey,
Placement Office, Howard University, Washington, D. C.

Mrs. Helen Bain,
President-elect, National Education Association, Washington, D. C.

Mrs. Ogden Baine,
Dean of Women, Southern Methodist University, Dallas, Tex.

Mrs. William B. Baisinger,
National Congress of Parents and Teachers, Washington, D. C.

Miss Hazel P. Baker,
Past President, Women's Auxiliary, Frontiers International, Philadelphia, Pa.

Miss Pat Shannon Baker,
Public Information Officer, Nevada Employment Security Department

Miss B. Jane Baldwin,
Personnel Supervisor, Chesapeake & Potomac Telephone Co., Washington, D. C.

Mrs. Juanitta S. Baldwin,
Staffing Specialist, Regional Office of Civilian Manpower Management, U. S. Department of the Navy, Norfolk, Va.

Miss Mary Ellen Baldwin,
Girl Scouts of America, Washington, D. C.

Miss Caron Lee Balkany,
Intercollegiate Association of Women Students, University of Florida

Mrs. Eleanor Banks,
President, Chatham County Domestic, Savannah, Ga.

Miss Mildred S. Barber,
Manpower Administration, U. S. Department of Labor, Washington, D. C.

Sister Francetta Barberis,
Special Assistant, Job Corps-Women's Centers, U. S. Department of Labor, Washington, D. C.

Miss Carole Barrer,
Rockville Centre, N.Y.

Mr. Lester A. Barrer,
Washington Newsletters, Washington, D. C.

Miss Diane F. Barrett,
Senior Staff Associate, Office of Legislation and Federal Relations, National Education Association, Washington, D. C.

Mrs. Florence Barrett,
National Coordinator and Editor, American Business Women's Association, Kansas City, Mo.

Miss Ruth Barrett,
Administrative Assistant, National Association for Community
Development, Washington, D. C.

The Reverend Mrs. Willie Barrow,
Special Projects Director, Operation Breadbasket, Southern Chris-
tian Leadership Conference, Chicago, Ill.

Miss Lillian Barsky,
Chief of Editorial, Women's Bureau, U. S. Department of Labor,
Washington, D. C.

Miss Maria E. Baylor,
Administrative Officer, Office of Civil Rights, Federal Highway
Administration, U. S. Department of Transportation, Washington,
D. C.

Miss Ruth L. Bean,
Executive Director, Women's Educational and Industrial Union,
Boston, Mass.

Mrs. Fannie B. Beard,
Employment Service Adviser, U. S. Department of Labor, Washing-
ton, D. C.

Lt. Col. Sarah E. Beard,
Special Assistant for Women's Health Manpower, Office of the
Secretary, U. S. Department of Defense, Washington, D. C.

Cdr. Joan M. Beckwith,
Assistant for Medical Specialist Officers, U. S. Department of the
Navy, Washington, D. C.

Mrs. Mary Ruth Beeson,
Chairman, Mayor's Commission on the Status of Women, Austin,
Tex.

Mrs. Elizabeth B. Beggs,
Special Adviser to the Assistant Secretary on Federal Women's Pro-
gram, U. S. Department of the Navy, Washington, D. C.

Miss Aurea Lima Beleza,
A.I.D. participant, Rio de Janeiro, Brazil

Miss Debra Bell,
National Sharecroppers Fund, Maysville, Ga.

Miss Edith R. Bender,
Assistant Director of Washington (D. C.) Office, National Board of
YMCA's

Mrs. Barbara K. Bennetts,
Montana Governor's Commission on the Status of Women

Miss Betty Bentz,
Local 6, Hotel, Motel and Club Employees Union, Hotel and
Restaurant Employees and Bartenders International Union, New
York, N.Y.

Mrs. Virginia M. Berg,
President, Northern Virginia Chapter, Women's Army Corps Veterans

Miss Caruthers G. Berger,
Attorney, Office of the Solicitor, U. S. Department of Labor, Wash-
ington, D. C.

Miss Betty Berry,
Chairman, New York Marriage and Divorce Committee, National
Organization for Women, New York, N.Y.

Mrs. Jane Berry,
Director of Continuing Education for Women, University of Mis-
souri at Kansas City

Miss Denise Berryhill,
YWCA, Washington, D. C.

Mr. Arthur Besner,
Women's Bureau, U. S. Department of Labor, Washington, D. C.

Miss Rebecca Best,
Vice President, Association of Women Students, Southern Method-
ist University, Dallas, Tex.

Mrs. Diana Bethel,
Citizens' Advisory Council on the Status of Women, Miami, Fla.

Mrs. Clara M. Beyer,
Consultant on Labor Affairs, Agency for International Development,
U. S. Department of State, Washington, D. C.

Miss Helen A. Bjorklund,
Project Manager, Job Corps-Women's Centers, U. S. Department of
Labor, Washington, D. C.

Mr. Edward Blackoff,
Program Director, Household Management, Inc., New York, N.Y.

Mrs. Lorraine L. Blair,
Citizens' Advisory Council on the Status of Women, Chicago, Ill.

Miss Mary E. Blake,
Program Specialist, Office of Child Development, U. S. Department
of Health, Education, and Welfare, Washington, D. C.

Miss Christiana Blume,
Association of Women Students, Michigan State University

Miss Suzanne Bocell,
President, University of Kansas Commission on the Status of Women

Mrs. Ann K. Bohanan,
Recording Secretary, National Association of Legal Secretaries,
Richmond, Va.

Mrs. Priscilla B. Bonuccelli,
Women's Bureau, U. S. Department of Labor, Washington, D. C.

Mrs. Bertha C. Boschulte,
Virgin Islands Commission on the Status of Women

Miss Anne Boydston,
University of Kansas Commission on the Status of Women

Mrs. Elizabeth Boyer,
Women's Equity Action League, Novelty, Ohio

Mrs. Gene Boyer,
Chairman, Mayor's Commission on the Status of Women, Beaver
Dam, Wis.

Mrs. Rozalind Brack,
Special Assistant to the Director, Office of Federal Contract Compli-
ance, U. S. Department of Labor, Washington, D. C.

Dr. Ina Braden,
President, University Committee for Women's Rights, Pittsburgh, Pa.

Mrs. Adelaide Brady,
President, Communications International, Washington, D. C.

Miss Marie Brady,
Cincinnati Business and Professional Women's Club

Mr. Seymour Brandwein,
Associate Director, Office of Research and Development, U. S.
Department of Labor, Washington, D. C.

Miss Dianne Bridges,
Girl Scouts of America, Baltimore, Md.

Mrs. Norman I. Broadwater,
Secretary, Maryland Commission on the Status of Women

Miss Florence I. Broadwell,
Secretary-Treasurer, National Federation of Federal Employees,
Washington, D. C.

Mrs. Jeanne D. Brock,
Florida Department of Education

Miss Rose Brock,
Compliance Specialist, Office for Civil Rights, U. S. Department of
Health, Education, and Welfare, Washington, D. C.

Mrs. Jeanne M. Brodie,
Advisory Committee to the Women's Services Section, Ohio Bureau
of Employment Services

Mrs. Emma Brooks,
President, Sodality Union, Archdiocese of Washington, D. C.

Mrs. Mildred Brooks,
American Dietetic Association, Washington, D. C.

Miss M. Ruth Broom,
Coordinator of Magazine Services, National Education Association,
Washington, D. C.

Miss Allean A. Brown,
President, Young Adults, National Council of Negro Women, Wash-
ington, D. C.

Mrs. Allean Brown,
Sigma Gamma Rho, Washington, D. C.

Miss Betty Brown,
Job Corps, U. S. Department of Labor, Red Springs, N. C.

Miss Brenda Brown,
Job Corps, U. S. Department of Labor, Richmond, Va.

Mrs. Dorothy Brown,
KOLT Radio, Scottsbluff, Nebr.

Mrs. Elizabeth Brown,
Chairman, Wesleyan Service Guild, United Methodist Church,
Washington, D. C.

Mrs. Jeanetta Brown,
Community Relations Specialist, Job Corps Center for Women, U. S.
Department of Labor, Cleveland, Ohio

Miss Mildred Jean Brown,
Potomac Area Council, Camp Fire Girls, Washington, D. C.

The Honorable William H. Brown III,
Chairman, U. S. Equal Employment Opportunity Commission,
Washington, D. C.

Mrs. William H. Brown III

Mrs. Clarice A. Bryan,
Virgin Islands Commission on the Status of Women

Miss Lucille Buchanan,
Information Officer, Bureau of Labor Standards, U. S. Department of
Labor, Washington, D. C.

Mrs. Lora Buckingham,
Program Specialist, American Association of Retired Persons,
Washington, D. C.

Dr. Minerva S. Buerk,
President-elect, American Medical Women's Association, Bryn
Mawr, Pa.

Miss Portia C. Bullock,
Past President, National Association of College Women, Washing-
ton, D. C.

Mrs. Constance H. Burgess,
Executive Director, Unitarian Universalist Women's Federation,
Boston, Mass.

Mrs. Ethel M. Burke,
Training and Employment Service, U. S. Department of Labor,
Washington, D. C.

Mr. Nelson S. Burke,
Office of Equal Employment Opportunity, U. S. Department of
Labor, Washington, D. C.

Miss Lisa Burnett,
Salt Lake City, Utah

Mrs. Ted Burnett,
Chairman, Utah Governor's Advisory Committee on Women's
Programs

Mrs. William D. Burney,
Maine Advisory Council on the Status of Women

Miss Barbara A. Byers,
Director of Publications, American Society for Public Administra-
tion, Washington, D. C.

Miss Mary M. Byrne,
Board of Trustees, Court District of Columbia No. 212, Catholic
Daughters of America

Miss Virginia A. Cairns,
Women's Unit, Office of the Governor of New York

Mr. John Callahan,
Legislative Director, International Union of Electrical, Radio and
Machine Workers, Washington, D. C.

Mrs. Mary E. Callahan,
Executive Board, International Union of Electrical, Radio and
Machine Workers, Philadelphia, Pa.

Mrs. Edna Over Campbell,
Past Supreme Basileus, Alpha Kappa Alpha, Baltimore, Md.

Mrs. K. Elizabeth J. Campbell,
Program Specialist, Job Corps-Women's Centers, U. S. Department
of Labor, Washington, D. C.

Dr. Rita R. Campbell,
Citizens' Advisory Council on the Status of Women, Stanford,
Calif.

Miss Mary M. Cannon,
Ret. Chief, International Division, Women's Bureau, U. S. Depart-
ment of Labor, Washington, D. C.

Miss Isa Cantao Barao,
United Nations Fellow, Rio de Janeiro, Brazil

Miss Irene Caputo,
Program Specialist, Unemployment Insurance Service, U. S. Depart-
ment of Labor, Washington, D. C.

Miss Dorothy A. Carroll,
Chief, Division of Management Services, Women's Bureau, U. S.
Department of Labor, Washington, D. C.

Miss Ruth P. Carroll,
Chief, Division of Publications Services, Manpower Administration,
U. S. Department of Labor, Washington, D. C.

Miss Hattie M. Carson,
Women's Bureau, U. S. Department of Labor, Washington, D. C.

Mrs. Kathleen M. Carter,
Maryland Commission on the Status of Women

Mrs. Beverly Cassara,
Vermont Governor's Commission on the Status of Women

The Honorable Martin Castillo,
Chairman, Cabinet Committee on Opportunity for the Spanish
Speaking, Washington, D. C.

Mrs. Roberta Cermak,
Chicago, Ill.

Mrs. Lily P. Chaboude,
Illinois Commission on the Status of Women

Mrs. Erna R. Chapman,
Supervising Director of Home Economics Education, D. C. Public
Schools

Mrs. Eugenia S. Chapman,
Illinois Commission on the Status of Women

Miss Helen Chase,
Treasurer, Air Line Stewards and Stewardesses Association, Chi-
cago, Ill.

Mrs. Matryce Cheek,
Office of Assistant Secretary for Wage and Labor Standards, U. S.
Department of Labor, Washington, D. C.

Dr. Alice D. Chenoweth,
Past President, American Medical Women's Association, Arling-
ton, Va.

Mrs. June S. Chewing,
National Membership Chairman, Federally Employed Women,
Washington, D. C.

Mrs. Henrietta S. Chisholm,
Chi Eta Phi, Washington, D. C.

Miss Virginia A. Chupp,
Program Specialist, Unemployment Insurance Service, U. S. Depart-
ment of Labor, Washington, D. C.

Mrs. Marjorie M. Ciesielczyk,
Chairlady, Gladioux Unit, Local 12, International Union, United
Automobile, Aerospace and Agricultural Implement Workers of
America, Toledo, Ohio

Mrs. Harriet Cipriani,
Deputy Vice Chairman, Democratic National Committee, Wash-
ington, D. C.

Mr. Ewan Clague,
Ret. Commissioner of Labor Statistics, U. S. Department of Labor,
Washington, D. C.

Mrs. Ewan Clague

Mrs. Annette I. Clardy,
National President, Eta Phi Beta, Detroit, Mich.

Mrs. Kathryn F. Clarenbach,
Wisconsin Governor's Commission on the Status of Women

Dr. Sandra J. Clark,
Fellow, Office of Education, U. S. Department of Health, Education,
and Welfare, Washington, D. C.

Dr. Helen E. Clarke,
Defense Advisory Committee on Women in the Services, U. S.
Department of Defense, Washington, D. C.

Miss Augusta H. Clawson,
Altrusa International, McLean, Va.

Miss A. Kay Clifton,
Assistant Professor, Illinois State University

Miss Eleanor M. Coakley,
Chief, Division of Information and Publications, Women's Bureau,
U. S. Department of Labor, Washington, D. C.

Mrs. Jay Cobb,
Arkansas Governor's Commission on the Status of Women

Miss Christine D. Coddling,
Berkeley, Calif.

Mrs. Frieda N. Coggin,
Alabama Governor's Commission on the Status of Women

Miss Judith Coke,
Federal Highway Administration, U. S. Department of Transporta-
tion, Washington, D. C.

Miss Catherine V. Coleman,
Administrative Assistant, U. S. Railroad Retirement Board, Wash-
ington, D. C.

Miss Bessie B. Collins,
National Association of Women Deans and Counselors, Newark,
Del.

Mr. Robert N. Colombo,
Manpower Development Specialist, Training and Employment
Service, U. S. Department of Labor, Washington, D. C.

Mrs. Petroamerica Colon,
Manpower Specialist, Manpower Administration Regional Office,
U. S. Department of Labor, New York, N. Y.

Mrs. Maxine Combs,
Club Services Director, National Federation of Business and Profes-
sional Women's Clubs, Washington, D. C.

Mrs. Betty Concannon,
Chairman, California Advisory Commission on the Status of Women
Miss Marcia Connelly,
Neighborhood Youth Corps, U. S. Department of Labor, Washing-
ton, D. C.

Mrs. James E. Conner,
Executive Board, Philadelphia Opportunities for Women

Mrs. Lloyd K. Conner,
Texas Governor's Commission on the Status of Women

Mrs. Julie Casterman Connor,
Citizens' Advisory Council on the Status of Women, Marietta, Ga.

Mrs. Amanda Cook,
Director, Apprentice Information Center, Massachusetts Employ-
ment Security Division

Miss Edith N. Cook,
Associate Solicitor for Manpower, U. S. Department of Labor,
Washington, D. C.

Mrs. Lucile Crowell Cooks,
Chairman, Ohio Commission on the Status of Women; Chairman,
Cleveland Council on the Status of Women

Miss Claudia Cooley,
U. S. Civil Service Commission, Washington, D. C.

Mrs. Marian V. Coombs,
Placement Office, Howard University, Washington, D. C.

Mrs. Joan M. Cooper,
Women in Community Service, Washington, D. C.

Miss Juanita B. Cooper,
Management Technician, Bureau of Mines, U. S. Department of the
Interior, Washington, D. C.

Mrs. Helen S. Corcoran,
Program Analyst, Wage and Labor Standards Administration, U. S.
Department of Labor, Washington, D. C.

Mr. J. Richard Cortes,
Manager, Industrial Relations, Sanders Associates, Nashua, N. H.

Mrs. C. E. Cortner,
National Representative, Girl Scouts of America, Washington, D. C.

Dr. Betty W. Cosby,
Vice President of Student Development, Women's Caucus, University of Florida

Miss Linda Cotner,
National Sharecroppers Fund, Atlanta, Ga.

Mrs. Louis G. Cowan,
Executive Board, National Council of Negro Women, New York, N. Y.

Mrs. Arthur T. Cowperthwaite,
Chairman, Colorado Commission on the Status of Women

Miss Carol Cox,
Attorney, Office of the Solicitor, U. S. Department of Labor, Washington, D. C.

Mrs. Elizabeth V. Craig,
Past President, Ladies Auxiliary, Brotherhood of Sleeping Car Porters, Washington, D. C.

Miss Viola E. Craig,
President, Gamma Chapter, Iota Phi Lambda, Washington, D. C.

Mrs. Flora Crater,
Northern Virginia Chapter, National Organization for Women

Mrs. Barbara Evans Crawford,
President, Greater Pittsburgh Area Chapter, National Organization for Women

Miss Flora E. Crawford,
Personnel Management Specialist, U. S. Civil Aeronautics Board, Washington, D. C.

Mrs. Mildred T. Crosby,
Past President, Century Club, National Association of Negro Business and Professional Women, Washington, D. C.

Mrs. Lenora R. Cross,
Director, Business and Professional Women's Foundation, Washington, D. C.

Miss Virginia Culbertson,
Intercollegiate Association of Women Students, University of Florida

Mrs. Evelyn Cunningham
Director, Women's Unit, Office of the Governor of New York; President's Task Force on Women's Rights and Responsibilities

Mrs. Sarah Curry,
Regional Director, National Sharecroppers Fund, Atlanta, Ga.

Miss Gretchen Dahl,
Magazine Editor, Intercollegiate Association of Women Students, Michigan State University

Mr. Daniel A. Daly,
Assistant Director, Division of Labor Standards, New York State Department of Labor

Mr. Harold Dance,
Special Assistant, Manpower Administration, U. S. Department of Labor, Washington, D. C.

Mrs. Juanita J. C. Dandridge,
Liaison, National Grand Chapter, Order of the Eastern Star, Washington, D. C.

Mrs. Angelita Danzey,
Job Corps, U. S. Department of Labor, Washington, D. C.

Mrs. Violet J. Darius,
District of Columbia Commission on the Status of Women

Miss Lily Mary David,
Office of the Assistant Secretary for Policy, Evaluation, and Research, U. S. Department of Labor, Washington, D. C.

Mrs. Clarissa Start Davidson,
Missouri Commission on the Status of Women

Mrs. Margaret G. Davidson,
Editor, *Island Dispatch*, Grand Island, N. Y.

Miss Alice Davis,
Delta Sigma Theta, Washington, D. C.

Mrs. Caroline Davis,
Director, Women's Department, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, Detroit, Mich.

Mrs. Clara Davis,
Secretary, Women's Committee, Local 45, Willowick, Ohio

Miss Helen E. Davis,
Women's Bureau, U. S. Department of Labor, Washington, D. C.

Miss Mamie E. Davis,
Director, Job Corps—YMCA Extension Residences, New York, N. Y.

Mrs. C. H. Dawson,
Chairman of Volunteers, North Carolina Council of Women's Organizations

Mrs. Clara Day,
Director of Community Services, Local 743, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Chicago, Ill.

Mrs. Marion De Berry,
Basileus, Washington (D. C.) Chapter, Sigma Gamma Rho

Mrs. Flossie M. Dedmond,
Past National President, National Council of Negro Women; Alpha Kappa Alpha, Baltimore, Md.

Mrs. Jesse S. Dehl,
Philadelphia Opportunities for Women

Miss Maria del Aguila,
Cabinet Committee on Opportunity for the Spanish Speaking,
Washington, D. C.

Dr. Betty Del Duca,
Lewis Research Center, National Aeronautics and Space Administration, Cleveland, Ohio

Mrs. Gabriela M. de Maluenda,
Director, Women's Bureau, Office of the President of Chile

Mrs. Elsie L. Denison,
Women's Bureau, U. S. Department of Labor, Washington, D. C.

Miss Marie de Novena,
Mathematician, Goddard Center, National Aeronautics and Space Administration, Greenbelt, Md.

Miss Thelma L. Denson,
Regional Director, National Council of Negro Women, Durham, N.C.

Mrs. Piedad de Suro,
Chairman, Inter-American Commission of Women, Washington, D. C.

The Honorable Julia R. de Vincenti,
Secretary, Puerto Rico Department of Labor

Mrs. Annie Devine,
Director, Southgate Housing Project, National Council of Negro Women, Indianola, Miss.

Mrs. Judith L. Devney,
Director, Division on Women's Affairs, Minnesota Department of Human Rights

Miss Lucretia M. Dewey,
Economist, Bureau of Labor Statistics, U. S. Department of Labor, Washington, D. C.

Mrs. Iva Di Francis,
Secretary, U. S. Indian Claims Commission, Washington, D. C.

Lt. Col. Lucille B. Dion,
Executive Secretary, Defense Advisory Committee on Women in the Services, U. S. Department of Defense, Washington, D. C.

Mrs. C. Haynes Dixon,
Chief of Public Documents and Disclosures, Office of Labor-Management and Welfare Pension Reports, U. S. Department of Labor, Washington, D. C.

Sister Mary Austin Doherty,
Chairman, Department of Psychology, Alverno College, Milwaukee, Wis.

Mrs. Beatrice D. Dolan,
California Advisory Commission on the Status of Women

Miss Eleanor F. Dolan,
Regional Coordinator, Office of Education, U. S. Department of Health, Education, and Welfare, Washington, D. C.

Mrs. Eliza B. Donnell,
Women's Bureau, U. S. Department of Labor, Washington, D. C.

Mrs. Janice G. Doty,
Personnel Department, IBM Corp., Washington, D. C.

Miss Louise Douce,
National President, Intercollegiate Association of Women Students, Ohio State University

Miss D. Janet Douglas,
Colorado Commission on the Status of Women

Mrs. Cravens Douglass,
California Advisory Commission on the Status of Women

Mrs. Kenneth Douty,
Former Chief, Field Division, Women's Bureau, U. S. Department of Labor, Washington, D. C.

Mrs. Jill Dover,
Florida Commission on the Status of Women

Miss Anne G. Draper,
Economist, American Federation of Labor and Congress of Industrial Organizations, Washington, D. C.

Miss Helen R. Dudley,
Leader of Seminar for Women Executives, Department of Agriculture Graduate School, Washington, D. C.

Capt. Alene Duerk,
Chief, Nurse Corps, U. S. Department of the Navy, Washington, D. C.

Mrs. Eve M. Duff,
Executive Assistant to the Director of Personnel, U. S. Department of Housing and Urban Development, Washington, D. C.

Miss Leda Duncan,
Interpreter, Agency for International Development, U. S. Department of State, Washington, D. C.

Mrs. Betty J. Durden,
Chairman, Iowa Commission on the Status of Women

Mrs. Margaret Dyke,
Work Training Specialist, D. C. Manpower Administration-Work Incentive Program, U. S. Department of Labor

Mr. Louis L. Dymond,
Manager of Education and Training, Keystone Job Corps Center, Drums, Pa.

Mrs. Ida Early,
Cibecue, Ariz.

Mrs. Inez Ferguson Easley,
Social Counselor, Fayetteville (N.C.) City Schools

Miss Janice Eason,
Placement Technician, Training Section, U. S. Government Printing
Office, Washington, D. C.

Mrs. Catherine East,
Executive Secretary, Citizens' Advisory Council on the Status of
Women, Washington, D. C.

Miss Mary Eastwood,
Attorney, U. S. Department of Justice, Washington, D. C.

Mrs. Winifred T. Echelberger,
Chairman, South Dakota Governor's Commission on the Status of
Women

Mrs. Louise H. Eckert,
Director, Division of Sex and Age Discrimination, Massachusetts
Commission Against Discrimination

Mrs. Imogene W. Edwards,
Executive Secretary, National Association of New Careerists, Wash-
ington, D. C.

Miss Marsha Edwards,
Girl Scouts of America, Washington, D. C.

Miss Casey Eike,
University of Kansas Commission on the Status of Women

Mrs. Adelaide King Eisenmann,
Chairman, Responsible Abortion Services Committee, National
Association of Social Workers, Washington, D. C.

Mrs. Katherine Ellickson,
National Consumers League, Washington, D. C.

Mrs. Mark Ellingson,
Defense Advisory Committee on Women in the Services, U. S. De-
partment of Defense, Washington, D. C.

Mrs. Dorothy Ellis,
Idaho Governor's Commission on the Status of Women

Mrs. June B. Ellis,
Arkansas Governor's Commission on the Status of Women

Mrs. Susan Ellis,
AFL-CIO News, Washington, D. C.

Miss Dorothy J. Emery,
Employee Relations Specialist, U. S. Tariff Commission, Washington,
D. C.

Mrs. Evelyn Eng,
President, Missouri Nurses' Association

Miss Lavinia M. Engle,
National Consumers League, Silver Spring, Md.

Mr. James W. Entwistle,
Employee Relations Specialist, U. S. Department of Agriculture,
Washington, D. C.

Dr. Roselyn P. Epps,
Chief, Infant and Preschool Division, D. C. Department of Public
Health

Miss Ethel Erickson,
Women's Bureau, U. S. Department of Labor, Washington, D. C.
(ret.)

Dr. Mildred Erickson,
Adviser, Association of Women Students, Michigan State University

Miss Barbara A. Estabrook,
Director, Office of Public Affairs, Economic Development Adminis-
tration, U. S. Department of Commerce, Washington, D. C.

Mr. Samuel B. Ethridge,
Assistant Executive Secretary, National Education Association,
Washington, D. C.

Mrs. Margaret C. Fagin,
Director, Programs for Women, Family, and Youth, University of
Missouri at St. Louis

Miss Clara Fall,
Amalgamated Meat Cutters and Butcher Workmen of North Amer-
ica, Chicago, Ill.

Mr. David J. Farber,
Manpower Administration, U. S. Department of Labor, Washington,
D. C.

Mrs. Evelyn W. Farber,
Chief, Branch of Employment Opportunities, Women's Bureau, U. S.
Department of Labor, Washington, D. C.

Miss Barbara Ann Farmer,
President, Washington (D. C.) Alumnae Chapter, Phi Chi Theta

Miss Mildred Ann Farr,
Clinical Social Worker, Child Guidance Center, D. C. Department
of Public Health

Miss Margaret M. Farrar,
President, College Alumnae Club, Washington (D. C.) Branch of the
National Association of College Women

Mrs. Agnes B. Farrell,
Grand Regent-elect, Court District of Columbia No. 212, Catholic
Daughters of America

Mrs. Margaret E. Faulk,
Legislative Counselor, American Speech and Hearing Association,
Washington, D. C.

Mrs. Jean Faust,
Assistant on Women's Rights, Office of U. S. Congressman William
F. Ryan, Washington, D. C.

Dr. Marion Fay,
Dean Emerita, Woman's Medical College of Pennsylvania

Dr. Sara Feder,
National Board, Pioneer Women, New York, N.Y.

Dr. Norman Feingold,
B'nai B'rith, Washington, D. C.

Miss Mildred Sandison Fenner,
Editor, *Today's Education*, National Education Association, Wash-
ington, D. C.

Dr. Dorothy B. Ferebee,
Chairman, District of Columbia Commission on the Status of
Women

Miss Mae Lee Ferguson,
National Sharecroppers Fund, Atlanta, Ga.

Mrs. Ruth M. Ferrell,
State Solicitor, Delaware Department of Justice

Miss Grace C. Ferrill,
Chief, Labor Law Branch, Women's Bureau, U. S. Department of
Labor, Washington, D. C.

Miss Maria Fiallo,
Cabinet Committee on Opportunity for the Spanish Speaking,
Washington, D. C.

Miss Elizabeth Fielding,
Public Affairs Director, President's Council on Youth Opportunities,
Washington, D. C.

Mrs. Daisy B. Fields,
National President, Federally Employed Women, Silver Spring, Md.

Mrs. Edith U. Fierst,
Counsel, Office of the Solicitor, U. S. Department of Labor, Wash-
ington, D. C.

Mrs. Carol Fineblum,
Council for Exceptional Children, Arlington, Va.

Mrs. John C. Finegan,
Chairman, Michigan Women's Commission

Mrs. Phyllis H. Fineshriber,
Program Analyst, Training and Employment Service, U. S. Depart-
ment of Labor, Washington, D. C.

Mrs. Jacquelyn Finley,
Kansas Federation of Business and Professional Women's Clubs
Miss Catherine O. Fiora,
Editorial Assistant, International Brotherhood of Electrical Workers,
Washington, D. C.

Mrs. Mary Ellen Fiorina,
Parliamentarian, New Mexico Governor's Commission on the Status
of Women

Mrs. Albert R. Fischer,
Executive Committee, Lutheran Church Women, Baltimore, Md.

Mrs. Elizabeth Fitzgerald,
Delta Kappa Gamma, Kingston, Pa.

Miss Caroline Flanders,
Director, Women's Activities Division, United Hospital Fund, New
York, N.Y.

Mrs. Jane Fleming,
Codirector, Washington (D. C.) Opportunities for Women
The Honorable Arthur A. Fletcher,
Assistant Secretary for Wage and Labor Standards, U. S. Department
of Labor, Washington, D. C.

Mrs. Arthur A. Fletcher
The Honorable Daniel J. Flood,
U. S. House of Representatives, Washington, D. C.

Mrs. Daniel J. Flood
Mrs. Norman Folda,
National President, National Council of Catholic Women, Washing-
ton, D. C.

The Honorable Eureka Forbes,
Hawaii Senate

Mrs. Claudette Ford,
National Board, YWCA, Washington, D. C.

Dr. Dorothy Ford,
California Advisory Commission on the Status of Women

Mrs. Ann M. Fortress,
Secretary, Toledo Area Council of Union Women

Miss Kathryn N. Fox,
Assistant Director, D. C. Manpower Administration, U. S. Depart-
ment of Labor

Miss Barbara France,
Girl Scouts of America, Baltimore, Md.

Mrs. Charles Franzke,
Bethesda, Md.

Mrs. Donald M. Fraser,
Washington, D. C.

Mr. James Frazier, Jr.,
Director, Federal Equal Employment Opportunity, U. S. Civil Service
Commission, Washington, D. C.

The Honorable Carolyn E. Frederick,
South Carolina Governor's Commission on the Status of Women

Mrs. Louise F. Freeman,
Special Assistant for Manpower, Office of the Solicitor, U. S. Depart-
ment of Labor, Washington, D. C.

Miss Ruth B. Freeman,
Executive Board, National League for Nursing, Baltimore, Md.

Mr. Elliott French,
Chief, Office of National Industry Promotion, Bureau of Apprentices-
hip and Training, U. S. Department of Labor, Washington, D. C.

Mrs. Jean French,
Silver Spring, Md.

Miss Elsie Friedmann,
Bethesda, Md.

Miss Ernestine L. Friedmann,
Bethesda, Md.

Mrs. Lucille Frump,
Chairman of Women's Committee, Region 3, District 10 Auto Coun-
cil, International Union, United Automobile, Aerospace and Agri-
cultural Implement Workers of America, Fort Wayne, Ind.

Mrs. Evelyn Fuller,
Southeast Regional Director, Association of Classroom Teachers of
the National Education Association, Birmingham, Ala.

Miss Martha A. Gable,
Editor, American Association of School Administrators, Washington,
D. C.

Mrs. Martha Wren Gaines,
CAMPS Secretariat, Georgia Department of Labor

Mrs. Elizabeth Gallagher,
Chief, Publications and Guidance Group on Employee Communi-
cations Staff, Social Security Administration, U. S. Department of
Health, Education, and Welfare, Baltimore, Md.

Miss Sharon Galm,
Legal Intern, U. S. General Services Administration, Washington,
D. C.

Mrs. Kathryn K. Gammage,
Chairman, Arizona Governor's Commission on the Status of Women

Mr. Samuel Ganz,
President, Economic & Manpower Corp., New York, N.Y.

Dr. Jo-Ann Evans Gardner,
President, Association for Women Psychologists, Pittsburgh, Pa.

Miss Lori Gardner,
Research Specialist, National Association for Community Develop-
ment, Washington, D. C.

Miss Geraldine Garland,
Job Corps, U. S. Department of Labor, Red Springs, N.C.

Frau Marianne Gatzke,
German Foundation for Developing Countries

Mr. Patrick A. Gavin,
National Aeronautics and Space Administration, Washington, D. C.

Miss Sylva M. Gelber,
Director, Women's Bureau, Canada Department of Labour

Mrs. Edward Gelfer,
Vice Chairman for Legislation, B'nai B'rith Women, Silver Spring,
Md.

Mrs. Mary Condon Gereau,
Chairman, Women's Joint Congressional Committee, Washington,
D. C.

Miss Audrey B. Gibson,
Program Director, Day Care Center for Department of Labor, Wash-
ington, D. C.

Maj. Gwen Gibson,
Projects Coordinator, Defense Advisory Committee on Women in
the Services, U. S. Department of Defense, Washington, D. C.

Mr. William L. Gifford,
Special Assistant to the Secretary for Legislative Affairs, U. S. Depart-
ment of Labor, Washington, D. C.

Mrs. Peggy Nan Gill,
Information Officer, Oklahoma Department of Labor

Miss Ruby Gill,
Delta Sigma Theta, Washington, D. C.

Miss Mimi Gillis,
Intercollegiate Association of Women Students, University of Florida

Miss Araby Gilmore,
Chairman of Trades and Professions, National Council of Women
of the United States, New York, N.Y.

Miss Marguerite I. Gilmore,
Chief, Field Division, Women's Bureau, U. S. Department of Labor,
Washington, D. C.

Senator Voit Gilmore,
Chairman, North Carolina Commission on Education and Employment of Women

Mr. Robert Gilstrap,
Executive Secretary, American Association of Elementary, Kindergarten and Nursery Educators, Washington, D. C.

Mrs. Velma M. Gilyard,
Women's Bureau, U. S. Department of Labor, Washington, D. C.

Miss Nettabell Girard,
Attorney, Washington, D. C.

Mrs. Pauline B. Girvin,
Legislative Chairman, National Association of Legal Secretaries, Oxon Hill, Md.

Miss Gloria J. Gladden,
Project Prove, U. S. Department of Labor, Washington, D. C.

Mrs. Vera R. Glaser,
President's Task Force on Women's Rights and Responsibilities, Washington, D. C.

Mrs. Shirley A. Goetsch,
National President, Women's Council, National Association of Real Estate Boards, Midwest City, Okla.

Dr. Regina Goff,
Assistant Commissioner of Education, U. S. Department of Health, Education, and Welfare, Washington, D. C.

Mrs. Arthur J. Goldberg,
New York, N.Y.

Mrs. Dorothy Goodknight,
Executive Director, National Federation of Republican Women, Washington, D. C.

Mrs. Elsie K. Goodman,
Assistant Chief of Reports and Analysis, Office of Labor-Management and Welfare Pension Reports, U. S. Department of Labor, Washington, D. C.

Mrs. Anne L. Gormer,
Chairman, Revisions Committee, National Association of Bank-Women, Cumberland, Md.

Mrs. Jane S. Gould,
Director of Placement and Career Planning, Barnard College, New York, N.Y.

Mrs. Cynthia Graae,
Coordinator, Federal Women's Program, U. S. Commission on Civil Rights, Washington, D. C.

The Honorable Harriet Graham,
Chairman, Kansas Governor's Commission on the Status of Women
Miss Mary R. Grant,
National Sharecroppers Fund, Mason, Tenn.

Miss Pauline Gravlee,
Dean of Women, Florence State University, Florence, Ala.

Mrs. Naomi T. Gray,
President, Naomi Gray Associates, New York, N.Y.

Mrs. Ella J. Green,
Women's Bureau, U. S. Department of Labor, Washington, D. C.

Mrs. Jan Drake Green,
Continuing Education for Women, George Washington University, Washington, D. C.

Miss Joan Green,
Contract Compliance Officer, Office of Federal Contract Compliance, U. S. Department of Labor, Washington, D. C.

Mrs. Marjorie S. Greenberg,
Research and Development Project Officer, Manpower Administration, U. S. Department of Labor, Washington, D. C.

Mrs. Robert A. Griffin,
Citizens' Advisory Council on the Status of Women, Asheville, N.C.

The Honorable Robert P. Griffin,
U. S. Senate, Washington, D. C.

Miss Dorothea M. Grimes,
Women's Bureau, U. S. Department of Labor, Washington, D. C.

The Honorable Mary R. Grizzle,
Chairman, Florida Commission on the Status of Women

Mr. George C. Guenther,
Director, Bureau of Labor Standards, U. S. Department of Labor, Washington, D. C.

Mrs. George C. Guenther

Mrs. Erma G. Guerin,
Vice Grand Regent-elect, Court District of Columbia No. 212, Catholic Daughters of America

Miss Ruth Church Gupta,
Legislative Adviser, California Federation of Business and Professional Women's Clubs

Miss Dolores C. Gusman,
Project Prove, U. S. Department of Labor, Washington, D. C.

Mrs. Jane Gust,
Cochairman, Study Group, Toledo Area Council of Union Women

Mrs. Elaine B. Gutman,
Information Specialist, Social Security Administration, U. S. Department of Health, Education, and Welfare, Baltimore, Md.

Mrs. Jacqueline G. Gutwillig,
Chairman, Citizens' Advisory Council on the Status of Women, Scottsdale, Ariz.

Miss M. Teresa Guzman,
Escort-Interpreter, Bethesda, Md.

Miss Maxine R. Hacke,
Citizens' Advisory Council on the Status of Women, Tulsa, Okla.

Miss Margaret Haenel,
Vice President, Association of Women Students, Southern Methodist University, Dallas, Tex.

Miss Dorothy Haener,
President's Task Force on Women's Rights and Responsibilities, Detroit, Mich.

Mrs. Beatrice Hagan,
Past National Commander, Disabled American Veterans Auxiliary, Cold Spring, Ky.

Mrs. Caroline M. Hahn,
Education Specialist, Job Corps, U. S. Department of Labor, Washington, D. C.

Mrs. Larzette G. Hale,
Supreme Basileus, Alpha Kappa Alpha, Langston, Okla.

Miss Marcia Haley,
Staff Director, Washington (D. C.) Urban League

Mrs. Mildred W. Hall,
Administrative Assistant, Small Business Guidance and Development Center, Howard University, Washington, D. C.

Mrs. Oceola S. Hall,
Manpower Administration, U. S. Department of Labor, Washington, D. C.

Col. Mary A. Hallaren,
Executive Director, Women in Community Service, Washington, D. C.

Mrs. Lucette Halle,
National Executive Director, Pioneer Women, New York, N.Y.

Mrs. Anna R. Halsted,
Chairman, National Committee on Household Employment, Washington, D. C.

Miss Shearlean Hamby,
Houston (Tex.) Post

Miss Frances Hamilton,
Vice President, National Council of Administrative Women in Education, Washington, D. C.

Miss Ruth Hanna,
Potomac Area Council, Camp Fire Girls, Washington, D. C.

Mrs. Erica L. Hansell,
President, Hansell Associates, San Francisco, Calif.

Miss Hazel B. Hansen,
Model Cities Coordinator, Regional Office, Manpower Administration, U. S. Department of Labor, Philadelphia, Pa.

Mrs. Eva vB. Hansl,
New York, N.Y.

Dr. Doris Hanson,
Executive Director, American Home Economics Association, Washington, D. C.

Miss Anna Rankin Harris,
Executive Director, National Association of Women Deans and Counselors, Washington, D. C.

Mrs. Janice M. Harris,
Administrative Assistant, City University of New York

Miss Evelyn Harrison,
Deputy Director, Bureau of Policies and Standards, U. S. Civil Service Commission, Washington, D. C.

Miss Shirley Harrison,
Job Corps, U. S. Department of Labor, Abbeville, La.

Mrs. Jessye C. Harshaw,
Training and Employment Service, U. S. Department of Labor, Washington, D. C.

Mrs. Annie L. Hart,
Women's Bureau, U. S. Department of Labor, Washington, D. C.

Mr. Clifford S. Hartman,
Eastern Regional Director, Volunteers of America, Binghamton, N.Y.

Mrs. Bernice H. Harvey,
Conference Vice Chairman, Christian Methodist Episcopal Church, Hyattsville, Md.

Mrs. Lillian Hatcher,
International Representative, Women's Department, International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, Detroit, Mich.

Miss Brin D. Hawkins,
Director, Community Organization Services, Washington (D. C.) Urban League

Mrs. Jean Hawkins,
Confidential Assistant, U. S. Department of Health, Education, and
Welfare, Washington, D. C.

Miss Mary Louise Hawkins,
National President, American Society of Women Accountants,
Chicago, Ill.

Mrs. Mattie J. Hawkins,
Grand Directress, Grand Temple, Daughters of Elks, Washington,
D. C.

Mrs. Margaret Hayes,
National Welfare Rights Organization, Newport News, Va.

Mrs. Evelyn A. Haymaker,
Los Gatos, Calif.

Mrs. Dora Lee Haynes,
Executive Secretary, Quota International, Washington, D. C.

Brig. Gen. Anna Mae Hays,
Chief, Nurse Corps, U. S. Department of the Army, Washington,
D. C.

Mrs. Margaret B. Hazaleus,
Colorado Commission on the Status of Women

Miss Barbra Heath,
Director, Greenlight Program, National Farmers Union, Washington,
D. C.

Dr. Kathryn G. Heath,
Assistant for Special Studies, Office of Education, U. S. Department
of Health, Education, and Welfare, Washington, D. C.

Mrs. Janice N. Hedges,
Bureau of Labor Statistics, U. S. Department of Labor, Washington,
D. C.

Mrs. Jean O. Heflin,
Editor, Association of Classroom Teachers of the National Education
Association, Washington, D. C.

Ms. Wilma Scott Heide,
Chairman, Board of Directors, National Organization for Women,
New Kensington, Pa.

Dr. Dorothy I. Height,
President, National Council of Negro Women, Washington, D. C.

Mrs. B. Gloria Henderson,
Washington Governor's Commission on the Status of Women

Miss Shirley Hensch,
Foreign Affairs Officer, U. S. Department of State, Washington, D. C.

Mrs. Nodine Cook Henniger,
Director, Women's Division and Advisory Committee to the Wom-
en's Services Section, Ohio Bureau of Employment Services

Mrs. C. D. Henry,
Illinois Commission on the Status of Women

Miss Helen Hensler,
Cochairman, Wisconsin State AFL-CIO Women's Conference

Mrs. Brenda B. Hernandez,
Job Corps, U. S. Department of Labor, Washington, D. C.

Mr. Neal Q. Herrick,
Director, Office of Planning, Wage and Labor Standards Adminis-
tration, U. S. Department of Labor, Washington, D. C.

Mrs. Neal Q. Herrick

Mrs. Marie Heyer,
Supreme Vice Regent, Daughters of Isabella-Supreme Circle, Breese,
Ill.

Dr. Charles A. Hicks,
Regional Council Secretariat, Manpower Administration, U. S.
Department of Labor, Atlanta, Ga.

Mrs. Francis E. Hildebrand,
National Chairman of Volunteers, American Red Cross, Washington,
D. C.

Mrs. Bessie Hillman,
Vice President, Amalgamated Clothing Workers of America, New
York, N.Y.

Mr. Howard J. Hilton,
Washington, D. C.

Miss Mary A. Hilton,
Washington, D. C.

Mrs. Mary N. Hilton,
Deputy Director, Women's Bureau, U. S. Department of Labor,
Washington, D. C.

Mrs. Grace R. Hipp,
Women's Bureau, U. S. Department of Labor, Arlington, Va. (ret.)

Miss Lois Hobson,
Special Assistant to the Program Division Director, U. S. Office of
Economic Opportunity, Washington, D. C.

Mrs. Tina C. Hobson,
Federally Employed Women, Washington, D. C.

The Honorable J. D. Hodgson,
Secretary-designate, U. S. Department of Labor, Washington, D. C.

Miss Karen Y. Hoffman,
Future Homemakers of America, Red Lion, Pa.
Dr. Eona O. Hokenson,
Chairman, Status of Women, Bethesda-Chevy Chase (Md.) Branch,
American Association of University Women
The Honorable Luther Holcomb,
Vice Chairman, U. S. Equal Employment Opportunity Commission,
Washington, D. C.
Miss Margaret J. Holden,
President, American Council of Railroad Women, St. Paul, Minn.
Mrs. Richard Hole,
President, International Toastmistress Clubs, Pasco, Wash.
Miss Margaret Holland,
Job Corps, U. S. Department of Labor, Pulaski, Va.
Dr. Ariel C. Hollinshead,
Associate Professor, George Washington University School of Medicine,
Washington, D. C.
Dr. Irmagene N. Holloway,
First Vice President, District of Columbia State Federation of Women's Clubs
Col. Jeanne M. Holm,
Director, WAF, U. S. Department of the Air Force, Washington, D. C.
Mrs. Maurice Honigman,
National President, National Federation of Music Clubs, Gastonia,
N.C.
Mrs. Katherine Horkan,
Executive Vice President, Communications International, Washington, D. C.
Miss Consuello D. Horns,
Project Prove, U. S. Department of Labor, Washington, D. C.
Mrs. Juanita Horton,
Equal Employment Opportunity, Health Services and Mental Health
Administration, U. S. Department of Health, Education, and Welfare,
Washington, D. C.
Mrs. Ruth K. Horwitz,
Adult Education, Temple University, Philadelphia, Pa.
Miss Eleanor Hoskins,
President, Hoskins & Associates, South Pasadena, Calif.
Mrs. Marcia Hovey,
Women's Bureau, U. S. Department of Labor, Washington, D. C.

Miss Lessie Howard,
Job Corps, U. S. Department of Labor, Jackson, Miss.
Mrs. Magdalena T. Howard,
Educational Chairman, Junior Women's Civic League, Cleveland,
Ohio
Mrs. Mary T. Howard,
Director, Counseling Center, Federal City College, Washington,
D. C.
Mr. Woodrow Howard,
Cleveland, Ohio
Dr. Stephney K. Hoyte,
Chief, Program Division, Job Corps-Women's Centers, U. S. Department
of Labor, Washington, D. C.
Miss Joan Humphries,
Equal Opportunities Specialist, Office of Assistant Secretary for
Manpower, U. S. Department of Labor, Washington, D. C.
Miss Jane Hunsinger,
Special Assistant for National Organizations, Office of Child Development,
U. S. Department of Health, Education, and Welfare,
Washington, D. C.
Miss Margaret A. Hunt,
North Carolina Commission on Education and Employment of
Women
Mrs. Emerson Hynes,
Citizens' Committee on the Status of Women in Virginia
Mrs. Irene C. Hypps,
District of Columbia Commission on the Status of Women
Miss Pamela Jo Ibanez,
Intercollegiate Association of Women Students, University of Florida
Mrs. Paul Ignatius,
Concerned, Inc., Washington, D. C.
Mr. Phineas Indritz,
Subcommittee Staff, U. S. House of Representatives, Washington,
D. C.
Mrs. Phineas Indritz
Mrs. Fredericka A. Ingham,
Assistant Regional Equal Employment Opportunity Representative,
U. S. Department of Labor, New York, N.Y.
Mrs. George Jackson,
Coordinator, Professional and Executive Corps, U. S. Department of
Health, Education, and Welfare, Washington, D. C.

Mrs. Louise L. Jackson,
Women's Bureau, U. S. Department of Labor, Washington, D. C.

Miss Martha Jackson,
Job Corps, U. S. Department of Labor, East Chicago, Ind.

Mrs. Priscilla Jackson,
Assistant Dean for Developmental Programs, Division of Continuing
Education, Oakland University, Rochester, Mich.

Miss Ruby Jackson,
Chairman, Toledo Area Council of Union Women

Miss Frankie W. Jacobs,
Division Chief, U. S. Office of Economic Opportunity, San Fran-
cisco, Calif.

Mrs. Mary D. Janney,
Codirector, Washington (D. C.) Opportunities for Women

Mrs. Irie Jefferson,
Washington, D. C.

Mrs. W. F. Jeltz,
Oklahoma Governor's Commission on the Status of Women

Miss Judith E. Jenkins,
Compliance Officer, Office of Federal Contract Compliance, U. S.
Department of Labor, Washington, D. C.

Miss Mary Catherine Jennings,
Chief, International Training Programs, Social and Rehabilitation
Service, U. S. Department of Health, Education, and Welfare,
Washington, D. C.

Mrs. Tom Jensen,
Tennessee Governor's Commission on the Status of Women

Mrs. Claire Jerdone,
Social Service Officer, Bureau of Indian Affairs, U. S. Department of
the Interior, Washington, D. C.

Mrs. John A. Jessup,
Editor, International Toastmistress Clubs, Bethesda, Md.

Mr. Vernon E. Jirikowic,
Research Director, International Association of Machinists and
Aerospace Workers, Washington, D. C.

Mrs. Cernoria D. Johnson,
Director, Washington (D. C.) Bureau, National Urban League

Mrs. Charlotte P. Johnson,
Social Action Committee, Peoples Congregational Church, Wash-
ington, D. C.

Miss Doris P. Johnson,
Social Worker, Women's Detention Center, D. C. Department of
Corrections

Miss Dorothy L. Johnson,
International President, Delta Kappa Gamma, Washington, D. C.

Miss Elizabeth S. Johnson,
Washington, D. C.

Mrs. Esther F. Johnson,
National Secretary-Treasurer, American Federation of Government
Employees, Washington, D. C.

The Honorable James E. Johnson,
Vice Chairman, U. S. Civil Service Commission, Washington, D. C.

Mrs. June J. Johnson,
Women's Bureau, U. S. Department of Labor, Washington, D. C.

Mrs. Grant W. Johnston,
President, Bethesda-Chevy Chase (Md.) Branch, American Associa-
tion of University Women

Mrs. Esther T. Jones,
Treasurer, Washington (D. C.) Branch, National Association of
College Women

Mrs. Isabella J. Jones,
Executive Director, National Committee for Children and Youth,
Washington, D. C.

Mrs. Carl R. Jordan,
President, Woman's Auxiliary, National Medical Association, Savan-
nah, Ga.

Miss Joan Jordan,
Steering Committee, Independent Campus Women, San Francisco
State College, San Francisco, Calif.

Mrs. Geri Joseph,
Vice Chairman, Democratic National Committee, Washington, D. C.

Mrs. Iris Joy,
Assistant Chief, Placement Staff, U. S. General Accounting Office,
Washington, D. C.

Miss Maureen E. Joyce,
State Adviser, Future Homemakers of America, Washington, D. C.

Mrs. Frances B. Kaplan,
Washington, D. C.

Mrs. Max R. Kargman,
Chairman, Massachusetts Governor's Advisory Council on Home
and Family

Mrs. Lillian Karmazyn,
Illinois Commission on the Status of Women

Mrs. Joyce H. Kase,
National Organization for Women, Springfield, Va.

Mrs. Audrey Rojas Kaslow,
Supervisory Deputy Probation Officer, Santa Monica (Calif.) Probation Department

Mrs. Judy Kaufman,
National Federation of Business and Professional Women's Clubs, Washington, D. C.

Mrs. Dolores S. Kaufmann,
Director of Information Services, School District 65, Evanston, Ill.

Miss M. Jane Kay,
Administrator—Office Employment, Detroit Edison Co., Detroit, Mich.

Mrs. Elizabeth H. Kaynor,
Coordinator, Greater Miami Council for the Continuing Education of Women

Miss Karen Keesling,
Executive Secretary, Intercollegiate Association of Women Students, Tempe, Ariz.

Dr. Miriam G. Keiffer,
U. S. Public Health Service Fellow, Educational Testing Service, Princeton, N.J.

Miss Suzanna Regan Kelly,
Vice President, University of Kansas Commission on the Status of Women

Mrs. Maida Springer Kemp,
Midwest Director, A. Philip Randolph Institute, Chicago, Ill.

Miss Mary Kennington,
Program Leader, Extension Service, U. S. Department of Agriculture, Washington, D. C.

Miss Mary Kepecs,
Professional Assistant, Center for Human Relations, National Education Association, Washington, D. C.

Mrs. Patricia Budd Kepler,
Executive Women's Program, Board of Christian Education, United Presbyterian Church, U. S. A., Philadelphia, Pa.

Miss Doris E. Kerford,
Second Vice President, Phi Delta Kappa, Kansas City, Mo.

Mrs. Ann Kessler,
American Federation of Teachers, Brooklyn, N.Y.

Mr. Leon Keyserling,
Washington, D. C.

Mrs. Mary Dublin Keyserling,
District of Columbia Commission on the Status of Women; formerly Director, Women's Bureau, U. S. Department of Labor, Washington, D. C.

Mrs. Marion Kidd,
National Welfare Rights Organization, Newark, N.J.

Mrs. Juliet F. Kidney,
Chief, Foreign Labor Conditions Division, Bureau of Labor Statistics, U. S. Department of Labor, Washington, D. C.

Mrs. Koharig Kimmel,
Maine Advisory Council on the Status of Women

Miss Alice Gore King,
Executive Director, Alumnae Advisory Center, New York, N.Y.

Miss Jean L. King,
Cospokeswoman, FOCUS, Ann Arbor, Mich.

Mrs. Mary Frances King,
Steward, International Brotherhood of Pulp, Sulphite and Paper Mill Workers, Toledo, Ohio

Mrs. Jinnett B. Kirk,
National Association of Women Deans and Counselors, Mesa, Ariz.

Dr. Elizabeth Kittredge,
Counselor, Business and Professional Women's Club of All Souls Unitarian Church, Washington, D. C.

Mrs. Richard Kleeman,
Vice President, Washington (D. C.) Opportunities for Women

Mrs. Wilma S. Klick,
Deputy Equal Employment Opportunity Officer and Women's Coordinator, U. S. Small Business Administration, Washington, D. C.

Mrs. Caryl Kline,
Pennsylvania Citizens' Advisory Council on the Status of Women

Mrs. Ellen Kline,
Women's Bureau, U. S. Department of Labor, Linden, Va. (ret.)

Mrs. Dale Kloak,
Chief, Branch of Child Labor, Wage and Hour and Public Contracts Divisions, U. S. Department of Labor, Washington, D. C.

Miss Kay Klotzburger,
Chairman, Women's Caucus, American Political Science Association, Brooklyn, N.Y.

Miss Nancy K. Knaak,
Dean of Women, Wisconsin State University

Miss Anna F. Knight,
Personnel Management Specialist, Social Security Administration,
U. S. Department of Health, Education, and Welfare, Washington,
D. C.

Mrs. Payton Kolb,
Arkansas Governor's Commission on the Status of Women

Miss Sarah L. Kolb,
Little Rock, Ark.

Ms. Lucy Komisar,
National Vice President for Public Relations, National Organization
for Women, New York, N.Y.

Mrs. Elizabeth Duncan Koontz,
Director, Women's Bureau, U. S. Department of Labor, Washington,
D. C.

Mrs. Bernard Koteen,
Assistant Recording Secretary, National Council of Jewish Women,
Washington, D. C.

Mr. Tom Kouzes,
Deputy Assistant Secretary for Administration, U. S. Department of
Labor, Washington, D. C.

Mrs. Tom Kouzes

Mrs. Mary G. Kramer,
Acting Chief, Labor Force Research Branch, Women's Bureau, U. S.
Department of Labor, Washington, D. C.

Miss Sally Ann Kraus,
Research Assistant, Communications Workers of America, Wash-
ington, D. C.

Miss Janie Kronmann,
Intercollegiate Association of Women Students, University of Florida

Miss Elizabeth J. Kuck,
Commissioner, U. S. Equal Employment Opportunity Commission,
Washington, D. C.

Miss Patricia M. Kudrena,
Personnel Specialist, Girl Scouts of America, Alexandria, Va.

Mrs. Josephine H. Kyles,
Religious Education Consultant, A. M. E. Zion Church, Washington,
D. C.

Mrs. Janna Sue Lambert,
President, League of Women Voters of Jonesboro (Ark.)

Mrs. William A. Lamont,
Vice Chairman, South Dakota Governor's Commission on the Status
of Women

Mrs. Thelma A. Lane,
President, Alpha Gamma Chapter, Iota Phi Lambda, Wash-
ington, D. C.

Mrs. Richard M. Lansburgh,
President, Day Care and Child Development Council of America,
Washington, D. C.

Miss Esther La Plante,
Historian, Women's Auxiliary, American G. I. Forum, Denver, Colo.

Miss Louise M. Latham,
Raleigh, N. C.

Miss Carmen Lautzenhiser,
Local 1307, International Union, United Automobile, Aerospace
and Agricultural Implement Workers of America, Chicago, Ill.

Dr. Patricia Lawlor,
Assistant Secretary, National Commission on Teacher Education
and Professional Standards, National Education Association,
Washington, D. C.

Mrs. Annie L. Lawrence,
President, National Association of Barristers' Wives, Chicago, Ill.

Mrs. Judith Long Laws,
Assistant Professor, University of Chicago

Mrs. Esther C. Lawton,
Assistant Director of Personnel, U. S. Department of the Treasury,
Washington, D. C.

Mrs. Tiny K. Leak,
Eastern Director, Young People's Department, Woman's Con-
vention, Auxiliary, National Baptist Convention, U. S. A., Washing-
ton, D. C.

Mrs. Juanita Learned,
Vice President, Oklahomans for Indian Opportunity, Norman, Okla.

Mrs. Marie G. Leatherman,
National Vice President, National Council of Negro Women, Wash-
ington, D. C.

Mrs. Emily L. Leedy,
Vice President, Ohio Commission on the Status of Women

Mrs. Anita Lehman,
Program Director, Distaff Discovery, College of San Mateo, San
Mateo, Calif.

Miss Charlotte Lehman,
President, Tau State, Delta Kappa Gamma, Minneapolis, Minn.

Miss Delores Le Hoty,
Program Analyst, Nursing Manpower Administration, U. S. Depart-
ment of Health, Education, and Welfare, Washington, D. C.

Miss Carole A. Leland,
Executive Associate for Curriculum, College Entrance Examination
Board, Washington, D. C.

Mrs. Jacqueline W. Lever,
Women's Bureau, U. S. Department of Labor, Washington, D. C.

Mrs. Maxine G. Levin,
Advisory Committee to the Women's Services Section, Ohio Bureau
of Employment Services

Mrs. Charlotte Lewis,
Human Rights Coordinator, Office of Economic Opportunity, San
Francisco, Calif.

Mrs. Joan B. Lewis,
Acting Project Director, National Committee on Household Em-
ployment, Washington, D. C.

Mr. P. B. Lewis,
Consultant, Organization Resources Counselors, Washington, D. C.

Miss Velma Linford,
Special Assistant, VISTA, U. S. Office of Economic Opportunity,
Washington, D. C.

Miss Mary Lingerbelt,
Day Care Aide, Wake County Opportunities Industrialization Cen-
ter, Raleigh, N.C.

Mr. Donald J. Linnenkamp,
Women's Bureau, U. S. Department of Labor, Washington, D. C.

Mrs. Donald J. Linnenkamp

Mrs. Howard Liverance,
Bloomfield Hills, Mich.

Mrs. Annette Long,
Mayor's Commission on the Status of Women, Gary, Ind.

Mrs. Ruth Long,
Board of Directors, Capital Head Start, Washington, D. C.

Mr. Waddell Longus,
Equal Employment Opportunity Staff, U. S. General Services Ad-
ministration, Washington, D. C.

Mrs. Rosalind K. Loring,
Director, Adult Education, University of California at Los Angeles;
Adult Education Association of the U. S. A.

Mrs. Jean H. Losure,
Regional Consumer Affairs Representative, Sperry & Hutchinson
Co., Washington, D. C.

Miss Linda L. Louderback,
Job Counselor, U. S. Department of Labor, Washington, D. C.

Miss Blanche Lowe,
East Lansing, Mich.

Miss Bobbie Luchetti,
President-elect, Washington (D. C.) Chapter, Phi Chi Theta

Mrs. Catherine R. Lusk,
Education Specialist, D. C. Public Schools

Mrs. Juana P. Lyon,
Arizona Governor's Commission on the Status of Women

Mrs. Norma D. Lyons,
Employment Policy Specialist, U. S. Veterans Administration, Wash-
ington, D. C.

Mr. Vincent G. Macaluso,
Assistant Director for Construction, Office of Federal Contract Com-
pliance, U. S. Department of Labor, Washington, D. C.

Dr. Gwendoline MacDonald,
President, National League for Nursing, New York, N.Y.

Mrs. Harriet G. Magruder,
Women's Bureau, U. S. Department of Labor, Washington, D. C.

Miss Zenith Rocha Maia,
A. I. D. participant, Rio de Janeiro, Brazil

Miss Anne Majchrzak,
YWCA, Los Angeles, Calif.

Mrs. Shirley Majchrzak,
Job Corps Training Center for Women, Los Angeles, Calif.

Miss Mary C. Manning,
Regional Director, Women's Bureau, U. S. Department of Labor,
Chicago, Ill.

Mrs. Stella P. Manor,
Office of the Secretary, U. S. Department of Labor, Washington,
D. C.

Mrs. Mildred Marcy,
Adviser, Office of Policy and Plans, United States Informa-
tion Agency, Washington, D. C.

Mrs. Dorothy K. Marge,
American Speech and Hearing Association, Springfield, Va.

Miss Bessie Margolin,
Associate Solicitor for Fair Labor Standards, U. S. Department of
Labor, Washington, D. C.

Mrs. Olya Margolin,
Washington Representative, National Council of Jewish Women,
Washington, D. C.

Miss Helene S. Markoff,
Director, Federal Women's Program, U. S. Civil Service Commission, Washington, D. C.

Mrs. Charlotte Martz,
Maryland Commission on the Status of Women

Mrs. Earl Marvin,
Vice President, National Council of Jewish Women, New York, N.Y.

Mrs. Katherine B. Massenburg,
President's Task Force on Women's Rights and Responsibilities,
Baltimore, Md.

Mrs. Dorothy Matheny,
Secretary-Treasurer, Ohio Federation of Teachers

Mrs. Deborah L. Matory,
Clinical Psychologist, National Medical Association Foundation,
Washington, D. C.

Miss Drue E. Matthews,
Director, Vocational Planning and Placement, Mount Holyoke College, South Hadley, Mass.

Miss Rebecca A. Mauzy,
Associate Secretary, Association for Childhood Education International, Washington, D. C.

Mrs. Hattie Maxwell,
Placement Director, Youngstown (Ohio) Household Technicians

Miss Genevieve Maye,
Washington, D. C.

Miss Margaret Mayer,
Bureau Chief, *Dallas (Tex.) Times Herald*

Miss Margaret W. Mayes,
Chief, Project Management Division, Job Corps-Women's Centers,
U. S. Department of Labor, Washington, D. C.

Mrs. Ann B. McAllister,
Dean of Students, Mississippi State College for Women

Mrs. Mimia E. McAlpine,
U. S. Department of Health, Education, and Welfare, Washington,
D. C.

Mr. W. P. McCahill,
Executive Secretary, President's Committee on Employment of the
Handicapped, Washington, D. C.

Mrs. Sylvia G. McCollum,
Education Research Specialist, Bureau of Prisons, U. S. Department
of Justice, Washington, D. C.

Miss Beatrice McConnell,
Ret. Deputy Director, Women's Bureau, U. S. Department of Labor,
Washington, D. C.

Mrs. Isabel H. McConnell,
Military Personnel Specialist, U. S. Department of the Army, Wash-
ington, D. C.

Mrs. J. F. K. McCormick,
President-elect, National Association of Ministers' Wives, Wilming-
ton, N.C.

Miss Barbara McCries,
Job Corps, U. S. Department of Labor, Georgetown, S.C.

Miss Frances McGillicuddy,
President, St. Joan's Alliance, New York, N.Y.

Mrs. Richard McGuire,
Rowan County Association for Retarded Children, Salisbury, N.C.

Miss Mary M. McInerney,
Women's Vice President, Florida State University

Miss Mabel McKelvey,
Executive Committee, National Education Association, Washington,
D. C.

Mrs. B. E. McLaurin,
Vice President-Treasurer, New-Age Laboratory, Durham, N.C.

Mrs. Joseph A. McLean,
Alaska Commission on the Status of Women

Gen. John F. McMahan,
President and Chief Executive Officer, Volunteers of America, New
York, N.Y.

Miss Florence E. McNally,
Secretary-Treasurer, Local 28, Office and Professional Employees
International Union, Chicago, Ill.

Miss Margaret Mealey,
Citizens' Advisory Council on the Status of Women, Washington,
D. C.

Miss Esther Medlock,
Assistant Staff Director, Washington (D. C.) Urban League

Mrs. Martha T. Mednick,
Associate Professor, Howard University, Washington, D. C.

Mrs. Dorothy Meehan,
International Representative, International Union, United Automobile,
Aerospace and Agricultural Implement Workers of America,
Detroit, Mich.

Mr. Horace E. Menasco,
Deputy Assistant Secretary for Wage and Labor Standards, U. S.
Department of Labor, Washington, D. C.

Mrs. Horace E. Menasco

Miss Ethel L. Mendelsohn,
Women's Bureau, U. S. Department of Labor, Washington, D. C.

Miss Janice K. Mendenhall,
Equal Employment Opportunity Staff, U. S. General Services Administration, Washington, D. C.

Mrs. Ida C. Merriam,
Assistant Commissioner for Research and Statistics, Social Security Administration, U. S. Department of Health, Education, and Welfare, Washington, D. C.

Miss Alberta J. Meyer,
Chairman, Missouri Commission on the Status of Women

The Honorable Frank G. Meyer,
Assistant Secretary for Administration, U. S. Department of State, Washington, D. C.

Mrs. Frank G. Meyer

Miss Ruth Micheaux,
Delta Sigma Theta, Washington, D. C.

Mrs. Paul Mickey,
Concerned, Inc., Washington, D. C.

Mrs. Josephine F. Milburn,
President-elect, New England Political Science Association, Brookline, Mass.

Mrs. Magaline Miles,
Day Care Aide, Wake County Opportunities Industrialization Center, Raleigh, N.C.

Dr. Minne C. Miles,
Chairman, Alabama Governor's Commission on the Status of Women

Mrs. Betty Miller,
Assistant to the President, American Federation of State, County and Municipal Employees, Washington, D. C.

Mrs. Elizabeth J. Miller,
Civil Rights Specialist, U. S. Department of Transportation, Washington, D. C.

Miss Elizabeth Miller,
Executive Director, Division of Christian Social Concern, American Baptist Convention, Valley Forge, Pa.

Mrs. Frances E. Miller,
Office of Policy Development, U. S. Department of Labor, Washington, D. C.

Mrs. Helen S. Miller,
Executive Board, National League for Nursing, Durham, N.C.

Mrs. Marjorie Miller,
Public Relations Research Assistant, University of Houston Center for Human Resources, Houston, Tex.

Miss Mercedese M. Miller,
Vice President, SERD, Inc., Silver Spring, Md.

Mrs. Ruby Sills Miller,
Director of Regional Conferences, National Assembly for Social Policy and Development, New York, N.Y.

Mrs. Ruth Miller,
Education Director, Southern California Joint Board, Amalgamated Clothing Workers of America

Dr. Esther Milner,
Associate Professor, Brooklyn College, Brooklyn, N.Y.

Miss Mary A. Milner,
Administrative Assistant, National Congress of Parents and Teachers, Chicago, Ill.

Mrs. Maxine Mimms,
Women's Bureau, U. S. Department of Labor, Washington, D. C.

Mrs. Agnes Mitchell,
Women's Bureau, U. S. Department of Labor, Washington, D. C. (ret.)

Mrs. Rosetta B. Mitchell,
President, Phyllis Wheatley YWCA, Washington, D. C.

Senator Robert W. Mitchler,
Illinois Commission on the Status of Women

Mrs. Madeline H. Mixer,
Regional Director, Women's Bureau, U. S. Department of Labor, San Francisco, Calif.

Miss Crystal C. Modean,
Administrative Officer, Women's Bureau, U. S. Department of Labor, Washington, D. C.

Mrs. Ruth Mondschein,
National Director of Program, B'nai B'rith Women, Washington, D. C.

Mrs. Rossie Montgomery,
Family Health Worker, Dr. Martin Luther King Jr. Health Center, Bronx, N.Y.

Mrs. Barbara Jordan Moore,
Editor, Title VII Report, New York, N.Y.

Mrs. Florence Moore,
President, Business and Professional Women's Club of All Souls Unitarian Church, Washington, D. C.

Miss Susie M. Moore,
Recording Secretary, Women's Home and Missionary Society, A. M. E. Zion Church, Washington, D. C.

Miss Thelma E. Moore,
Florida Commission on the Status of Women

Miss Cruz Delia Morales,
Cabinet Committee on Opportunity for the Spanish Speaking, Washington, D. C.

Mrs. Dolores D. Morgan,
Personnel Officer, Bureau of Accounts, U. S. Department of the Treasury, Washington, D. C.

Mrs. Alice A. Morrison,
Ret. Chief, Division of Legislation and Standards, Women's Bureau, U. S. Department of Labor, Alexandria, Va.

Miss Barbara A. Morton,
Youth Section, National Council of Negro Women, Montclair, N.J.

Miss Linda Morton,
State President, Future Homemakers of America, Washington, D. C.

Mrs. Adele J. Moses,
Women's Bureau, U. S. Department of Labor, Washington, D. C.

Miss Mereb E. Mossman,
Second Vice President, Council on Social Work Education, Greensboro, N.C.

Dr. Irene Moszer,
Economist, Federal Power Commission, Washington, D. C.

Dr. Barbara Moulton,
Federal Trade Commission, Washington, D. C.

Mrs. Pauline G. Mower,
Director of Information, Future Homemakers of America, Washington, D. C.

Miss Corma A. Mowrey,
Director, Division of Organization Relations, National Education Association, Washington, D. C.

Miss Gloria S. Muguerza,
State Director, League of United Latin American Citizens, Washington, D. C.

Mr. Hugh C. Murphy,
Administrator, Bureau of Apprenticeship and Training, U. S. Department of Labor, Washington, D. C.

Miss Evelyn Murray,
Training and Employment Service, U. S. Department of Labor, Washington, D. C.

Dr. Pauli Murray,
National Board, American Civil Liberties Union, Cambridge, Mass.

Miss Pauline V. Myer,
Third Vice President, International Toastmistress Clubs, Lynwood, Calif.

Miss Ophelia B. Myers,
Computer Systems Analyst, Bureau of Labor Statistics, U. S. Department of Labor, Washington, D. C.

Dr. A. B. Nadel,
Washington, D. C.

Mrs. Ruth G. Nadel,
Women's Bureau, U. S. Department of Labor, Washington, D. C.

Miss Clarine C. Nardi,
National Student Vice Chairman, YWCA, Bloomington, Ind.

Mrs. Rachel C. Nason,
Consultant, Agency for International Development, U. S. Department of State, Washington, D. C.

Mrs. H. Mason Neely,
Vice President, The Barristers' Wives, Washington, D. C.

Mrs. Christine Nelson,
Assistant Director, Washington (D. C.) Opportunities for Women

Miss Ellen Neuschatz,
Chevy Chase, Md.

Mrs. Betty Newcomb,
Indiana State Board, League of Women Voters

Mrs. Dorothy K. Newman,
Research Director, National Urban League, Washington, D. C.

Mrs. Jane M. Newman,
Women's Bureau, U. S. Department of Labor, Washington, D. C.

Mrs. Sarah H. Newman,
General Secretary, National Consumers League, Washington, D. C.

Miss Bertha Nobel,
Job Corps, U. S. Department of Labor, Milwaukee, Wis.

Miss Marian O. Norby,
Writer-Consultant, U. S. Department of the Air Force, Washington, D. C.

Miss Elizabeth Nord,
Board of Review, Rhode Island Department of Employment Security

Judge Mildred W. Norris,
Chairman, Mississippi Commission on the Status of Women

Miss Joyce Norwood,
Job Corps, U. S. Department of Labor, Lenoir, N.C.

Mrs. Mary D. Noskin,
New Mexico Governor's Commission on the Status of Women

Dr. Helen R. Nunn,
Arkansas Governor's Commission on the Status of Women

Miss Eileen O'Connor,
Washington, D. C.

Miss Lillian O'Connor,
Washington, D. C.

Mr. William O'Donnell,
Regional Director, Bureau of Labor Standards, U. S. Department of
Labor, Washington, D. C.

Miss Sylvia Ohanesian,
Treasurer, National Association of Women Deans and Counselors,
Trenton, N.J.

Mr. M. Brent Oldham,
Director, Reconstruction & Development Corp., Washington, D. C.

Mrs. Virginia A. Oldham,
Recruitment Specialist, U. S. Veterans Administration, Washington,
D. C.

Dr. Ruth M. Oltman,
American Association of University Women, Washington, D. C.

Miss Louise O'Neil,
District of Columbia Commission on the Status of Women

Dr. Ruth H. Osborn,
Director, Continuing Education for Women, George Washington
University, Washington, D. C.

Dr. Joy Osofsky,
Assistant Professor, Department of Human Development and Family
Studies, Cornell University, Ithaca, N.Y.

Mr. J. Frans Osten,
Second Secretary, Netherlands Embassy, Washington, D. C.

Miss Grace E. Ostrander,
Statistician, D. C. Unemployment Compensation Board

Miss Eleanor Ouderkirk,
Cedar Grove, N.J.

Mrs. Mabel M. Ouderkirk,
Coordinator, Adult Education Resource Center, Montclair State
College, Upper Montclair, N.J.

Mrs. Betty T. Owen,
Women's Bureau, U. S. Department of Labor, Washington, D. C.

Mrs. Gladys G. Owens,
Eastern Regional Director, Tau Gamma Delta, Washington, D. C.

Dr. Joy Hochstadt Ozer,
National Institutes of Health, U. S. Department of Health, Educa-
tion, and Welfare, Washington, D. C.

Miss Lessie Paige,
Job Corps, U. S. Department of Labor, Adel, Ga.

Mr. Charles J. Palmer, Jr.,
Field Representative, Washington (D. C.) Urban League

Mr. Elliott B. Palmer,
Executive Secretary, North Carolina Teachers Association

Miss Hazel Palmer,
Citizens' Advisory Council on the Status of Women, Sedalia, Mo.

Mr. George W. Paris,
Rural Housing Specialist, Farmers Home Administration, U. S.
Department of Agriculture, Tuskegee, Ala.

Miss Pauline A. Parish,
Colorado Commission on the Status of Women

Mrs. Dorothy Parker,
Minority Counsel, Senate Judiciary Subcommittee on Constitutional
Amendments, Washington, D. C.

Mrs. Edith M. Parkey,
President, Central Cincinnati Chapter, Federally Employed Women

Miss Dorothy T. Parrish,
Massachusetts Special Commission on the Status of Women

Mrs. Margot Patterson,
Program Coordinator, Continuing Education for Women, University
of Missouri at Columbia

Mrs. Barbara Patty,
Arkansas Governor's Commission on the Status of Women

Miss Ruth Payne,
Manager, North Alabama Joint Board, Amalgamated Clothing
Workers of America

Miss Naydene Paysoure,
Field Trainer, National Association for the Advancement of Colored
People, Washington, D. C.

Mr. David W. K. Peacock,
Deputy Under Secretary, U. S. Department of Commerce, Wash-
ington, D. C.

Miss Leota F. Pekrul,
First Vice President, Zonta International, Denver, Colo.

Mrs. Flo Pence,
Arkansas Governor's Commission on the Status of Women

Miss Dorothy M. Pendergast,
Regional Director, Women's Bureau, U. S. Department of Labor,
Boston, Mass.

Mrs. Helen O. Pennington,
Arkansas Governor's Commission on the Status of Women

Dr. Ana Maria Perera,
Language Institute, U. S. Department of Defense, Washington, D. C.

Mrs. Robert Perman,
Education Analyst, U. S. Atomic Energy Commission, Washington,
D. C.

Miss Vera C. Perrella,
Labor Economist, Bureau of Labor Statistics, U. S. Department of
Labor, Washington, D. C.

Mrs. Nora M. Persons,
Recording Secretary, National Barristers' Wives, Detroit, Mich.

Mrs. Esther Peterson,
Washington (D. C.) Representative, Amalgamated Clothing Work-
ers of America; formerly Director, Women's Bureau, and Assist-
ant Secretary for Wage and Labor Standards, U. S. Department of
Labor, Washington, D. C.

Miss Catherine Phelps,
Branch Chief, D. C. Manpower Administration, U. S. Department
of Labor

Mrs. Myrtle Pickering,
Louisiana Commission on the Status of Women

Mr. Willis O. Pickering,
Shreveport, La.

Miss Mary-Elizabeth Pidgeon,
Women's Bureau, U. S. Department of Labor, Sandy Spring, Md.
(ret.)

Dr. Carolyn S. Pincock,
American Medical Women's Association, Silver Spring, Md.

Mrs. Mary D. Pinkard,
Director, Equal Opportunity Assisted Programs, U. S. Department of
Housing and Urban Development, Washington, D. C.

Mrs. Elaine R. Pitts,
Director, Consumer Affairs, Sperry & Hutchinson Co., New York,
N.Y.

Dr. Willa B. Player,
Director, Division of College Support, Office of Education, U. S.
Department of Health, Education, and Welfare, Washington, D. C.

Miss Sandra W. Poe,
Women's Bureau, U. S. Department of Labor, Washington, D. C.

Mr. Frederick D. Pollard, Jr.,
Director, Equal Employment Opportunity Program, U. S. Depart-
ment of State, Washington, D. C.

Miss Anita Pollitzer,
Honorary Chairman, National Woman's Party, New York, N.Y.

Miss Linda Jean Poole,
Inter-American Commission of Women, Washington, D. C.

Mrs. Novella Porter,
Secretary-Treasurer, AFL-CIO National Auxiliaries, Washington,
D. C.

Miss Polly Poskin,
Women's Liberation, Thawville, Ill.

Miss Georgena Potts,
Managing Editor, *Monthly Labor Review*, Bureau of Labor Statistics,
U. S. Department of Labor, Washington, D. C.

Mrs. Phillip E. Powell,
Arkansas Governor's Commission on the Status of Women

Mrs. Patricia R. Press,
Associate Director, Delta Sigma Theta, Washington, D. C.

Miss Sonia Pressman,
Senior Attorney, U. S. Equal Employment Opportunity Commission,
Washington, D. C.

Mrs. Alice W. Price,
Director, New Jersey State Nurses Association

Miss Lynda Le Moyne Proctor,
Project Prove, U. S. Department of Labor, Washington, D. C.

Mrs. Nona Quarles,
Special Assistant for Women's Aviation Activities, Federal Aviation
Administration, U. S. Department of Transportation, Washington,
D. C.

Miss K. Suzanne Quayle,
Diagnostician-Consultant, Down River Learning Disability Center,
Wyandotte, Mich.

Mrs. Herbert S. Quint,
Vice President, Seaboard Branch, National Women's League-United
Synagogue, New York, N.Y.

Miss Mary L. Radford,
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New York, N.Y.

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International Executive Secretary, Delta Kappa Gamma, Austin, Tex.

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Local 516, United Textile Workers of America, Pine Bluff, Ark.

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Former member, President's Commission and Citizens' Advisory
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Job Corps, U. S. Department of Labor, Lynchburg, Va.

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Editorial Assistant, International Brotherhood of Electrical Workers,
Washington, D. C.

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Citizens' Advisory Council on the Status of Women, Charleston,
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Chief, Equal Opportunity Group, Office of Personnel, U. S. Depart-
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Writer-Editor, Bureau of Indian Affairs, U. S. Department of the
Interior, Washington, D. C.

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Washington, D. C.

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Coordinator, Fiftieth Anniversary Conference, Women's Bureau,
U. S. Department of Labor, Washington, D. C.

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Office of Education, U. S. Department of Health, Education, and
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ington, D. C.

Miss Althea T. L. Simmons,
Director for Training Programs, National Association for the Ad-
vancement of Colored People, New York, N.Y.

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Youth Section, National Council of Negro Women, Montclair, N.J.

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President, Local 516, United Textile Workers of America, Pine Bluff,
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Women's Bureau, U. S. Department of Labor, Washington, D. C.

Mrs. Charlie Killian Swift,
Liaison Officer, National Women's Organizations, U. S. Office of
Economic Opportunity, Washington, D. C.

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Special Assistant to the Vice Chairman, U. S. Equal Employment
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Service, U. S. Department of Health, Education, and Welfare,
Washington, D. C.

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Program, Washington, D. C.

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National Baptist Convention, U.S.A., Atlanta, Ga.

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Dallas, Tex.

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Labor, Washington, D. C.

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Boston, Mass.

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Female Studies, Cornell University, Ithaca, N.Y.

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Analyst, Legislative Reference Service, U.S. Library of Congress,
Washington, D. C.

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U.S. Department of the Interior, Brigham City, Utah

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Bureau of Apprenticeship and Training, U.S. Department of Labor,
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Former member, President's Commission and Citizens' Advisory
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Education Program Specialist, Office of Education, U.S. Department
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Advisory Council, Association of Classroom Teachers of the
National Education Association, Washington, D. C.

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Manpower Development Specialist, Training and Employment
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Association, Chicago, Ill.

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Special Assistant for Manpower Analysis, National Institutes of
Health, U.S. Department of Health, Education, and Welfare,
Washington, D. C.

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Mental Health Aide, Wake County Opportunities Industrialization
Center, Raleigh, N.C.

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Executive Committee, National Welfare Rights Organization,
Chicago, Ill.

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Citizens' Advisory Council on the Status of Women, San Antonio,
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nization for Women, Pittsburgh, Pa.

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nomic Opportunity, New Bern, N.C.

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Community Relations, Golden Records, New York, N. Y.

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Women's Editor, *Federal Times*, Washington, D. C.

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Formerly Women's Bureau, U. S. Department of Labor, Evanston, Ill.

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Catholic Daughters of America
Chatham County (Ga.) Domestic
Chesapeake & Potomac Telephone Co., Washington, D. C.
Chi Eta Phi
Chile Office of the President, Women's Bureau
Christian Methodist Episcopal Church
Church Women United
City University of New York
Cleveland Job Corps Center for Women
College Entrance Examination Board
College of San Mateo
Collier, Shannon, Rill & Edwards, Washington, D. C.
Communications International, Inc., Washington, D. C.
Communications Workers of America, AFL-CIO
Concerned, Inc., Washington, D. C.
Cornell University
Council for Exceptional Children
Council for Women's Rights
Council on Social Work Education
Daughters of Elks
Daughters of Isabella

Day Care and Child Development Council of America
Day Care Center for the Department of Labor
D. C. State Federation of Women's Clubs
Delaware Department of Justice
Delta Kappa Gamma
Delta Sigma Theta
Democratic National Committee
Department of Agriculture Graduate School
Detroit Edison Co.
Disabled American Veterans Auxiliary
District of Columbia Government
 Department of Corrections, Women's Detention Center
 Department of Public Health
 Executive Office
 Public Schools
 Unemployment Compensation Board
Down River Learning Disability Center, Wyandotte, Mich.
Dr. Martin Luther King Jr. Health Center, Bronx, N.Y.
Economic & Manpower Corp., New York, N.Y.
Educational Testing Service, Princeton, N.J.
Emory University School of Medicine
Eta Phi Beta
Fayetteville (N.C.) Public Schools
Federal City College
Federally Employed Women
Florence State University
Florida Department of Education
Florida State University
Frontiers International, Women's Auxiliary
Future Homemakers of America
George Washington University
Georgetown University
Georgia Department of Labor
Georgia State University
German Embassy
German Foundation for Developing Countries
Girl Scouts of America
Golden Records Co.
Greater Miami Council for the Continuing Education of Women

Hadassah
Hansell Associates, San Francisco, Calif.
Hawaii Legislature
Hoskins & Associates, South Pasadena, Calif.
Hotel and Restaurant Employees and Bartenders International Union, AFL-CIO
Household Management, Inc., New York, N. Y.
Howard University
IBM Corp.
Illinois Public Schools
Illinois State University
Independent Campus Women of San Francisco State College
Inter-American Commission of Women
Intercollegiate Association of Women Students
International Association of Machinists and Aerospace Workers, AFL-CIO
International Association of Personnel Women
International Brotherhood of Electrical Workers, AFL-CIO
International Brotherhood of Pulp, Sulphite and Paper Mill Workers, AFL-CIO
International Brotherhood of Teamsters, Chauffeurs, Warehousemen, and Helpers of America
International Toastmistress Clubs
International Union of Electrical, Radio and Machine Workers, AFL-CIO
International Union, United Automobile, Aerospace and Agricultural Implement Workers of America
Iota Phi Lambda
Jacksonville (Fla.) Council for Continuing Education
Jewish Welfare Board
Junior Women's Civic League of Cleveland
Kansas Federation of Business and Professional Women's Clubs
Kansas University Commission on the Status of Women
Keystone Job Corps Center for Women, Drums, Pa.
League of United Latin American Citizens
League of Women Voters
Licensed Practical Nurses Association of Illinois
Links, Inc.
Lutheran Church Women

Maferm Foundation, New York, N.Y.
Maryland Library Association
Massachusetts Commission Against Discrimination
Massachusetts Division of Employment Security, Apprentice Information Center
Massachusetts Governor's Advisory Council on Home and Family
Michigan State University
Mississippi State College for Women
Missouri Nurses' Association
Montclair State College
Mount Holyoke College
Naomi Gray Associates, New York, N.Y.
National Assembly for Social Policy and Development
National Association for Community Development
National Association for the Advancement of Colored People
National Association of Bank-Women
National Association of College Women
National Association of Legal Secretaries
National Association of Ministers' Wives
National Association of Negro Business and Professional Women's Clubs
National Association of New Careerists
National Association of Real Estate Boards, Women's Council
National Association of Social Workers
National Association of Women Lawyers
National Baptist Convention of the U.S.A., Women's Convention
National Committee for Children and Youth
National Committee on Household Employment
National Congress of Parents and Teachers
National Consumers League
National Council of Catholic Women
National Council of Churches
National Council of Jewish Women
National Council of Negro Women
National Council of Women of the United States
National Education Association
American Association of Elementary, Kindergarten, and Nursery Educators
American Association of School Administrators

Association of Classroom Teachers
Center for Human Relations
Division of Organization Relations
National Association of Women Deans and Counselors
National Commission on Teacher Education and
Professional Standards
National Council of Administrative Women in Education
Office of Legislation and Federal Relations
National Farmers Union, Greenlight Program
National Federation of Business and Professional Women's Clubs
National Federation of Federal Employees
National Federation of Music Clubs
National Federation of Republican Women
National League for Nursing
National Medical Association Foundation
National Medical Association, Woman's Auxiliary
National Organization for Women
National Rural Electric Cooperative Association
National Sharecroppers Fund
National Urban League
National Welfare Rights Organization
National Women's League of the United Synagogue of America
National Woman's Party
Netherlands Embassy
Nevada Department of Employment Security
New-Age Laboratory, Inc., Durham, N.C.
New England Political Science Association
New Jersey State Nurses Association
New York State Department of Labor
North Carolina Association of Classroom Teachers
North Carolina Council of Women's Organizations
North Carolina Teachers Association
Northern Illinois University
Oakland University, Mich.
Office and Professional Employees International Union, AFL-CIO
Ohio Federation of Teachers
Oklahoma Department of Labor
Oklahomans for Indian Opportunity

Order of the Eastern Star
Organization Resources Counselors, Washington, D. C.
Peoples Congregational Church, Washington, D. C.
Phi Chi Theta
Phi Delta Kappa
Philadelphia Opportunities for Women
Philadelphia Urban Coalition
Phoenix (Ariz.) Union High School
Pioneer Women
Professional Women's Caucus
Puerto Rico Department of Labor
Purdue University
Quota International
Reconstruction & Development Corp., Washington, D. C.
Republican National Committee
Rhode Island Department of Employment Security
Rowan County (N.C.) Association for Retarded Children
Salisbury (N.C.) City Council
Sanders Associates, Nashua, N.H.
Santa Monica (Calif.) Probation Department
SERD, Inc., Silver Spring, Md.
Sigma Gamma Rho
Sodality Union, Archdiocese of Washington
Soroptomist Federation of the Americas
Southern Christian Leadership Conference, Operation Breadbasket
Southern Colorado State College
Southern Methodist University
Sperry & Hutchinson Co.
St. Joan's Alliance
State University of New York at Buffalo
Tau Gamma Delta
Temple University
Texas Department of Public Welfare
Texas Employment Commission
Theta Sigma Phi
Toledo Area Council of Union Women
Toledo Stamping Co.

Union Settlement House, New York, N.Y.
Unitarian Universalist Women's Federation
United Air Lines
United Hospital Fund, New York, N.Y.
United Methodist Church
 Board of Missions
 Wesleyan Service Guild
United Planning Organization, Washington, D. C.
United Presbyterian Church, U.S.A.
United States Government
 Atomic Energy Commission
 Cabinet Committee on Opportunity for the Spanish Speaking
 Civil Aeronautics Board
 Civil Service Commission
 Commission on Civil Rights
 Department of Agriculture
 Extension Service
 Farmers Home Administration
 Forest Service
 Department of Commerce
 Economic Development Administration
 Department of Defense
 Defense Advisory Committee on Women in the Services
 Defense Language Institute
 Department of the Air Force
 Department of the Army
 Department of the Navy
 Department of Health, Education, and Welfare
 Environmental Health Service
 Health Services and Mental Health Administration
 National Institutes of Health
 Office for Civil Rights
 Office of Child Development
 Office of Education
 Social and Rehabilitation Service
 Social Security Administration
 Department of Housing and Urban Development
 Department of Justice
 Bureau of Prisons

Department of Labor
 Bureau of International Labor Affairs
 Bureau of Labor Statistics
 Labor-Management Services Administration
 Manpower Administration
 Bureau of Apprenticeship and Training
 D. C. Manpower Administration-Work Incentive Program
 Job Corps, Office of Women's Centers
 Neighborhood Youth Corps
 Project Prove
 Unemployment Insurance Service
 U.S. Training and Employment Service
 Office of the Assistant Secretary for Administration
 Office of the Assistant Secretary for Manpower
 Office of the Assistant Secretary for Policy, Evaluation, and
 Research
 Office of the Assistant Secretary for Wage and Labor
 Standards
 Office of the Secretary
 Office of the Solicitor
 Wage and Labor Standards Administration
 Bureau of Labor Standards
 Office of Federal Contract Compliance
 Wage and Hour and Public Contracts Divisions
 Women's Bureau
Department of State
 Agency for International Development
Department of the Interior
 Bureau of Indian Affairs
 Bureau of Land Management
 Bureau of Mines
Department of the Treasury
 Bureau of Accounts
 Bureau of Engraving and Printing
 Internal Revenue Service
Department of Transportation
 Federal Aviation Administration
 Federal Highway Administration
Equal Employment Opportunity Commission
Federal Power Commission

Federal Trade Commission
General Accounting Office
General Services Administration
Government Printing Office
House of Representatives
Indian Claims Commission
Information Agency (USIA)
 Voice of America
Library of Congress
National Aeronautics and Space Administration
National Security Agency
Office of Economic Opportunity
 Community Representative Advisory Council
 Volunteers in Service to America (VISTA)
Office of the Vice President
Post Office Department
President's Committee on Consumer Interests
President's Committee on Employment of the Handicapped
President's Council on Youth Opportunities
President's Task Force on Women's Rights and Responsibilities
Railroad Retirement Board
Senate
Small Business Administration
Tariff Commission
Veterans Administration
United Textile Workers of America, AFL-CIO
University of California at Berkeley
University of California at Los Angeles
University of Chicago
University of Florida
University of Houston
University of Maryland
University of Missouri at Columbia

University of Missouri at Kansas City
University of Missouri at St. Louis
University of Pittsburgh
University Research Corp., Washington, D. C.
Volunteers of America
Wake County (N.C.) Opportunities Industrialization Center
Washington and Vicinity Federation of Women's Clubs
Washington Baha'i Assembly
Washington Opportunities for Women
Washington (D. C.) Teachers Union
Washington (D. C.) Urban League
West Virginia Labor Federation, AFL-CIO
Western Electric Co.
Westinghouse Electric Corp.
Wisconsin State AFL-CIO Woman's Conference
Wisconsin State University
Woman's Medical College of Pennsylvania
Women in Community Service
Women's Army Corps Veterans
Women's Educational and Industrial Union
Women's Equity Action League
Women's Joint Congressional Committee
Women's Liberation
Young Men's Christian Association
Young Women's Christian Association
 Extension Residence Program for the Job Corps
Youngstown (Ohio) Household Technicians
Youth Pride, Inc., Washington, D. C.
Zonta International

COMMISSIONS, COMMITTEES, AND COUNCILS ON THE STATUS OF WOMEN REPRESENTED

STATE COMMISSIONS

Alabama Governor's Commission on the Status of Women
Alaska Commission on the Status of Women
Arizona Governor's Commission on the Status of Women
Arkansas Governor's Commission on the Status of Women
California Advisory Commission on the Status of Women
Colorado Commission on the Status of Women
District of Columbia Commission on the Status of Women
Florida Commission on the Status of Women
Georgia Commission on the Status of Women
Hawaii Governor's Commission on the Status of Women
Idaho Governor's Commission on Women's Programs
Illinois Commission on the Status of Women
Iowa Commission on the Status of Women
Kansas Governor's Commission on the Status of Women
Kentucky Commission on Women
Louisiana Commission on the Status of Women
Maine Advisory Council on the Status of Women
Maryland Commission on the Status of Women
Massachusetts Special Commission on the Status of Women
Michigan Women's Commission
Minnesota Women's Advisory Committee
Mississippi Commission on the Status of Women
Missouri Commission on the Status of Women
Montana Governor's Commission on the Status of Women
Nebraska Commission on the Status of Women
New Mexico Governor's Commission on the Status of Women
New York State Women's Unit

North Carolina Commission on Education and Employment
of Women

Ohio Women's Division and Advisory Committee to the
Women's Services Section

Oklahoma Governor's Commission on the Status of Women
Pennsylvania Citizens' Advisory Council on the Status of Women
Puerto Rico Governor's Commission on Women's Status
Rhode Island Commission on the Status of Women
South Carolina Governor's Commission on the Status of Women
South Dakota Governor's Commission on the Status of Women
Tennessee Governor's Commission on the Status of Women
Texas Governor's Commission on the Status of Women
Utah Governor's Advisory Committee on Women's Programs
Vermont Governor's Commission on the Status of Women
Virgin Islands Commission on the Status of Women
Washington Governor's Commission on the Status of Women
Wisconsin Governor's Commission on the Status of Women
Wyoming Commission on the Status of Women

MUNICIPAL COMMISSIONS

Austin, Texas Mayor's Commission on the Status of Women
Beaver Dam, Wisconsin Mayor's Commission on the Status of
Women
Gary, Indiana Mayor's Commission on the Status of Women

CITIZENS' COMMISSIONS (NONGOVERNMENTAL)

Cleveland, Ohio Council on the Status of Women
Minnesota Council on the Status of Women
Ohio Commission on the Status of Women
Virginia Citizens' Committee on the Status of Women
West Virginia Status of Women Council

EXHIBITS

Exhibits of programs allied with those of the Women's Bureau and saluting the Bureau on its 50th anniversary were provided at the conference by the following agencies of the U. S. Government:

Department of Agriculture

Department of Health, Education, and Welfare, Social Security Administration

Department of Labor, Job Corps

Department of State

Civil Service Commission

Commission on Civil Rights

Equal Employment Opportunity Commission

Salutes to the Women's Bureau were also included in their exhibits by the following art galleries in Washington, D. C.:

Henri Gallery

Jefferson Place Gallery

Spectrum Art Gallery

The Smithsonian Institution included a feature on the Women's Bureau in its exhibit on women's suffrage.

Woodward & Lothrop, a Washington department store, devoted a display window to the 50th anniversary celebration. Other local stores exhibited anniversary posters.

CONFERENCE PLANNING COMMITTEE

Mary N. Hilton, Chairman

Florence H. Selden, Coordinator

Eleanor M. Coakley

Elsie L. Denison

Marguerite I. Gilmore

Ruth G. Nadel

Pearl G. Spindler

Isabelle S. Streidl

Conference Secretaries:

Eugenia F. Sweeney

Vernice I. Watkins

HISTORY OF THE WOMEN'S BUREAU

SETTING UP A SEPARATE WOMEN'S BUREAU

A bill establishing a Women's Bureau in the Department of Labor was signed into law by President Woodrow Wilson on June 5, 1920, the same year that a Constitutional amendment gave women the right to vote. While the 19th amendment benefited all women, the Women's Bureau had a much more specific function—to protect the welfare of working women.

WHAT THE BUREAU COULD DO

The Women's Bureau was charged with a clear-cut responsibility toward women workers: "to formulate standards and policies which shall promote the welfare of wage-earning women, improve their working conditions, increase their efficiency, and advance their opportunities for profitable employment."

The Bureau was to be basically a factfinding agency; it was authorized only to investigate and "from time to time to publish the results of these investigations." Yet so exhaustive were the Bureau's studies, so thorough were the reports on women's working conditions, that Mary Anderson, Director from 1920 to 1944, was able to state: "Our conclusions were never challenged during the period in which I was Director of the Bureau." The result of the early Bureau's work was to set standards which have guided legislation on women's employment for half a century.

IMPROVING THE STATUS OF WOMEN

Though the depression was hard on women workers, they made great strides during World War II. By the end of that conflict, there were laws that put a floor under wages and a ceiling on hours, improved the conditions of work, limited employment in hazardous occupations, and required premium pay for overtime. In brief, the average woman worker shared in the increased prosperity and improved working conditions that the war had brought to most wage earners.

The postwar Bureau continued to work, throughout the remaining years of the 1940's and the decade of the 1950's, to open more employment opportunities to women and improve their economic status.

But as more women sought education, employment, and participation in the civil and political activities of the community, there was a growing concern about the discriminations that hampered their progress. It was this problem that the President's Commission on the Status of Women, appointed in 1961, was asked to study. The Women's Bureau served as secretariat to the Commission, whose 1963 report, *American Women*, fulfilled its mandate to recommend

ways to overcome sex discrimination in employment and to provide services which would enable women to continue in their role as wives and mothers, while making a maximum contribution to the world around them.

The Commission's report gave new focus to the programs of the Bureau which, in working to implement Commission recommendations, broadened the range of its activities and concerns. The Bureau has worked closely with the Interdepartmental Committee and Citizens' Advisory Council on the Status of Women, which were set up to carry forward the work of the President's Commission. The Bureau has helped organize and has provided services to commissions on the status of women in the 50 States, the District of Columbia, and the Virgin Islands, as well as similar commissions at the municipal level. The Bureau assisted in organization of the new Interstate Association of State Commissions and will continue to provide technical and advisory services upon request.

INTERNATIONAL EXCHANGE

In sharing its findings and experience with women of other countries, the Bureau has, through the years, consulted with those who visit our country, sent representatives abroad to take part in conferences, or provided technical assistance in such specific projects as setting up women's bureaus. It has prepared reports on United States law and practice for the United Nations Commission on the Status of Women, the International Labor Organization, and the Inter-American Commission of Women.

DIRECTIONS FOR THE FUTURE

While the needs of disadvantaged women and girls have always concerned the Bureau, new emphasis will be placed on their problems in the decade of the 1970's. Programs and projects are planned to help those who live in economically deprived areas, such as Appalachia, and those who are members of minority groups.

Believing that development of women's potential and full use of their present abilities can greatly enhance the quality of American life, the Women's Bureau will seek new vocational possibilities for women and will promote child care facilities and home-oriented services so that women will have true freedom of choice and opportunity.

"Every woman should have the opportunity to become all she is capable of being. We in the Women's Bureau are deeply committed to the task of removing all barriers which prevent women from finding, developing, and using their best abilities."

Elizabeth Duncan Koontz

DIRECTORS OF THE WOMEN'S BUREAU



Mary Anderson, 1920-44



Esther Peterson, 1961-64



Frieda S. Miller, 1944-53



Mary Dublin Keyserling, 1964-69



Alice K. Leopold, 1953-61



Elizabeth Duncan Koontz, 1969-

A PROCLAMATION BY THE PRESIDENT OF THE UNITED STATES OF AMERICA

June 5, 1970, marks the fiftieth anniversary of the establishment of the Women's Bureau of the United States Department of Labor which has for half a century served as protector of the welfare of American women wage earners.

The Women's Bureau since its founding has continually defined the changing role of women in our society and has helped them to make increasingly significant contributions as workers, homemakers and citizens.

The Bureau has provided informed, active leadership in advancing the economic, social, civil, and political status of all women. It has been a leader in seeking equal opportunity for advancement and freedom of choice for all people, and it has been a standard bearer for an end to sex discrimination in employment and education throughout the country.

NOW, THEREFORE, I, RICHARD NIXON, President of the United States of America, do hereby proclaim June 5 through June 13, 1970, as a period to commemorate the fiftieth anniversary of the founding of the Women's Bureau of the Department of Labor. I request that all citizens lend their support to those activities that give recognition to the achievements of the Women's Bureau in encouraging the use of the talents and skills of "America's Womanpower—A National Resource."

IN WITNESS WHEREOF, I have hereunto set my hand this fifth day of June, in the year of our Lord nineteen hundred and seventy, and of the Independence of the United States of America the one hundred and ninety-fourth.

SELECTED REFERENCES ON WOMEN—THEIR SOCIAL AND ECONOMIC STATUS

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Introduction

The year 1970 marks the 50th anniversary of two important events in the history of the socioeconomic status of women in the United States: the granting to women of the right to vote and the establishment in the U. S. Department of Labor of the Women's Bureau.

It is fitting, therefore, that the U. S. Department of Labor Library issue this bibliography encompassing various aspects of the status of women, not only to commemorate the 50th anniversary of these two historical events, but also to point out that today's "women's movements" had, to a great extent, their forerunners in the years gone by.

This bibliography was prepared by Julie A. Dupont, Bibliographer, under the direction of Lillian A. Hamrick, Librarian of the Department of Labor. Basic research was completed in May 1970.

Scope of Bibliography

This bibliography is a very selective list of publications that treat various aspects of the social and economic status of women, primarily with reference to the United States. A few of the materials are of international interest, however, as it is felt that these would aid in the better understanding of the status of women in this country.

Each publication listed is followed by the symbols representing the library holding that book or document. These symbols are the same as those used in the National Union Catalog of the Library of Congress. The following is a list of those symbols used in this bibliography:

AAP—Auburn University, Auburn, Alabama

CLU—University of California at Los Angeles

DL—U. S. Department of Labor Library, Washington, D. C.

DLC—U. S. Library of Congress, Washington, D. C.

MH-BA—Harvard University, Graduate School of Business Administration

MoKU—University of Missouri at Kansas City

NcU—University of North Carolina, Chapel Hill

The Department of Labor Library cannot supply copies of the publications cited herein. Most of the books and documents indicated as being owned by the Department of Labor Library would be available for research purposes through the interlibrary loan borrowing service of the library. Many of these materials are also available at public, college, and university libraries.

Social and Economic Status of Women – Selected References

GENERAL

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A Selected List of Special Collections of Materials Relating to Women in United States Libraries

American Association of University Women Library
2401 Virginia Avenue NW.
Washington, D. C.

Open to members of the Association.

This is a working collection on subjects of interest to women in the areas of education, community and family life, world problems. The library maintains a complete file of current catalogs of colleges on the AAUW approved list.

Bennett College Library
The Afro-American Woman's Collection
Greensboro, N.C.

This collection includes materials by and about Negro women, chiefly American, of the 18th, 19th, and 20th centuries. All areas of achievement are included and about 200 authors represented. It contains approximately 325 books, 400 mounted clippings, and a few letters. Started in 1946, it is being kept up to date as new publications appear.

Boston Public Library
Copley Square
Boston, Mass.

The Galatea Collection includes 5,000 volumes cataloged and some manuscripts. This collection was formed by Thomas Wentworth Higginson and relates to the place of women in history and the suffragette movement. At the present time, no new acquisitions are being made. A printed book catalog reflects materials in the collection as of 1898. Use of materials in this collection is restricted to qualified scholars.

Business and Professional Women's Foundation Library
2012 Massachusetts Avenue NW.
Washington, D. C.

The library is limited entirely to research materials in the field of women's contributions to the cultural, economic, political, and social development of our Nation. It contains about 1,200 volumes, a collection of unpublished doctoral dissertations on microfilm, extensive vertical file material and a limited number of periodicals. The library is open for reference use only.

Carnegie Library of Pittsburgh
Charles Chauncey Mellor Collection
Pittsburgh, Pa.

This collection, established through a bequest in 1909 from Mr. Charles Chauncey Mellor, contains about seventeen volumes. It includes material on women from primitive times to present, with an emphasis on the history of women in the United States.

College of Saint Catherine Library
2004 Randolph Avenue
St. Paul, Minn.

The library includes 564 cataloged volumes, some manuscripts, pictures and slides. The special emphasis of the collection is on the psychological liberation of women in the twentieth century. Clippings and letters relating to the feminist movement, and to women in general, number about 160 items.

Colorado Woman's College
Permelia Curtis Porter Library
7055 East 18th Avenue
Denver, Colo.

The library collection includes 1,000 cataloged volumes.

Library of Congress
Washington, D. C.

Among the special collections with materials relating to women at the Library of Congress are the following: Susan B. Anthony, Carrie Chapman Catt, and the National American Woman Suffrage Association Collections.

Los Angeles Public Library
The Susan B. Anthony Collection
Los Angeles, Calif.

This is a varied collection of approximately seventy-five volumes, part of the material previously collected by the Susan B. Anthony Committee. It includes any book which mentions Miss Anthony or the suffragette movement during the period when she was active.

National Woman's Christian Temperance Union
Frances E. Willard Memorial Library for Alcohol Research
1730 Chicago Avenue
Evanston, Ill.

The library includes 500 volumes relating to the history and archives of the Woman's Christian Temperance Union.

National Woman's Party
Florence Bayard Hilles Library
144 Constitution Avenue NE.
Washington, D. C.

Open to the public for study and research.

This is a specialized library of about 2,000 volumes of works by and about women, with special reference to the suffrage and equal rights movements.

New York Public Library
Schwemmer-Lloyd Collection
New York, N.Y.

Includes about 3,000 items collected by Madame Rosika Schwemmer and Mrs. Lola Maverick Lloyd. Materials relate to woman's work and activities, the change in her position, her efforts to achieve security, and the feminist movement in foreign countries, as well as fields of social activity which affected women.

Northwestern University Library
Biblioteca Femina
Evanston, Ill.

The aim of this collection was to make it a compendium showing the progress of women in all countries and in all fields of endeavor. A wide variety of subjects is covered, ranging from the feminist movement to religion and philosophy, from science to art. Thirty-eight countries are represented.

The chief significance of this collection today is historical, as it has been impossible and impractical to keep it up to date. A checklist of the contents of the collection has been compiled by Northwestern.

Radcliffe College Library
10 Garden Street
Cambridge, Mass.

The library includes 5,250 cataloged volumes in addition to manuscripts and pictures.

The Women's Archives are a collection of manuscripts and other materials, which include: 164 personal collections, 24 organization collections and about 150 single items and autograph letters.

Scripps College
Ella Strong Denison Library
Claremont, Calif.

The library includes 1,530 cataloged volumes and some manuscripts. The materials relate to the status, interest, and humanistic accomplishments of woman.

Smith College
William Allan Neilson Library
Northampton, Mass.

The Sophia Smith Collection includes material relating to the social and intellectual history of women with emphasis on women in the United States. Other aspects include: the organized activities of women, the social history of women over the world, and a large personal collection of family papers including over 1,000,000 manuscript pieces and 2,000 pictures.

Swarthmore College
Friends Historical Library
Swarthmore, Pa.

This collection consists of cataloged manuscript pieces numbering about 400 and dealing with the Quaker antislavery workers also interested in women's rights, education, and peace.

Swarthmore College Peace Collection
Friends Historical Library
Jane Addams Collection
Swarthmore, Pa.

This collection, a memorial to Miss Addams, includes all her published writings, extensive correspondence, and a large collection of her personal peace records.

Texas State College for Women
Women's Collection
Denton, Tex.

Originally started with no geographical or chronological limits, this collection is now loosely limited to women in the United States who have had a significant part in the development of American civilization—in education, the arts, politics, social welfare, etc. Started in 1932, it contains approximately 2,500 books. About 200 women are represented.

University of Kansas Library
Lawrence, Kans.

The library contains about 4,000 cataloged volumes. The Gerritsen Collection of "La Femme et la Feminisme" includes books, pamphlets, etc., purchased from the John Crerar Library, Chicago, in 1954. The collection is strong only in late 19th and early 20th century materials.

University of North Carolina
Woman's College Library
The Woman's Collection
Greensboro, N.C.

This library has been gathering special printed materials in all areas pertaining to women since 1937. Most of the items are classified with the regular library holdings and made available as a subject group through the library catalog and annotated bibliographies which are issued yearly and cumulated at 5-year intervals. Books published before 1900 (about 800 volumes) are set aside as a special collection for historical purposes to be used for research and exhibition. Printed bibliographies of the collection have been issued since 1938.

Wheaton College
Collection on Women
Norton, Mass.

This group of about 300 volumes consists primarily of books on the education and development of women. Material on etiquette, fashions, the suffrage movement, are included. Books date back to the turn of the century, and current volumes on the subject are being added as funds permit.

Young Women's Christian Association
National Board Library
600 Lexington Avenue
New York, N.Y.

The library includes about 6,000 cataloged volumes. It is not an historical collection, but covers woman in the contemporary world, her social, psychological, physical and political development. The collection mainly emphasizes women in the United States.

Sources consulted in the compilation of this list of special library collections relating to women included:

The National Union Catalog of the Library of Congress (printed volumes)

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DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON, D.C. 20210

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