

JUNE 28, 1971

WOMEN
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By Loretta DeLozier

Lots of words have been written lately about women, everything from Betty Friedan's stormy and controversial polemic, "The Feminine Mystique," to Germaine Greer's lucid and lively best-seller, "The Female Eunich."

So many words have been written, in fact, that a recent bibliography printed by the Office of Federal Equal Employment Opportunity lists 142 books and articles on women--and the bibliography itself is incomplete and out of date by at least a dozen books.

Yet with all the verbage, little has been written about the status of women in the National Park Service--despite the fact that in NPS women represent 22 percent of all full-time employees and 43 percent of all full-time white collar employees.

One reason is that the Service has traditionally been considered a man's organization. Women were generally locked into the lower grades and sub-professional jobs, and the few "success stories" were the exception and not the rule. (This is true of most Government agencies, of course--we have simply limited our concern here to the Park Service.)

Women Getting Involved

As the women featured in this issue of the NEWSLETTER show, however, the picture is changing. Women are increasingly involved in all facets of NPS work, from secretaries and administrators to uniformed technicians and park rangers.

WASO has a woman division chief (Jeanne Randall) and college relations officer (Sally Johnson); the Southwest Region has its first woman superintendent (Carol Martin); and currently 7 of the 13 new intake trainees at the Albright Training Academy are women.

Although these women have worked hard to get where they are (the fre-

quent story is "I began as a GS-3 and worked my way up"), they still have a long way to go. A glance at the statistics shows that of the slightly more than 1200 employees in Grades GS-12 and above, only 29 of them are women--and none of the women are above a GS-14.

"We have for too long been stereotyped into subservient roles," declares Jeanne Randall, chief of the Division of Recruitment and Employee Evaluation. "I am looking forward to the day when women can share equally the wealth, work, and recognition of the National Park Service."

What is Being Done

Amid the words being written about women is some solid action, both in and out of the Park Service.

Title VII of the Civil Rights Act of 1964 prohibits discrimination because of sex in hiring, upgrading and all other conditions of employment. Executive Order 11375, issued in 1967, prohibits sex discrimination in Federal employment.

Executive Order 11478 restates nondiscrimination due to sex and orders each department and agency

(See WOMEN page 2)

of the Federal Government to "establish and maintain an affirmative program of equal employment opportunity for all civilian employees and applicants. . ."

On April 21, 1971, President Nixon directed heads of Departments and agencies to develop and put into action a plan for attracting more qualified women to top appointive positions (GS-16 and up); to significantly increase the number of women, career and appointive, in mid-level positions (GS-13 to 15); and to ensure that substantial numbers of vacancies on advisory boards and committees are filled with well-qualified women.

In 1967 the Civil Service Commission established the Federal Women's Program to lead in the recruitment, education and training of women. The Director for Equal Opportunity in each agency is responsible for providing leadership for the program.

Sexism Vs. Racism

"From where I sit, I have very definite feelings toward the addition of '...and sex,' as is included in Executive Order 11478," says Bill Ellis, NPS director for Equal Opportunity.

"Sexism is unquestionably real in the Federal Government as well as in the National Park Service. But, there is a marked difference between Sexism and Racism.

"For instance, to that manager who would deny a job opportunity on the basis of race, this racist attitude would both pervade and preclude any and all other relationships with persons of that race.

Now, on the other hand, that same manager, denying a job opportunity on the basis of sex, would suddenly be able to set aside his sexist attitude where other convenient relationships are concerned (i.e., love, marriage, courtship, etc). Double this neurosis in spades where the Black female is concerned.

"Consequently, I feel that there should be parallel thrusts to deal with the questions of Racism and Sexism, both under the direction of this office.

THE REALITIES OF TODAY

Why must women seek full equality in employment?

- 1 1/2 million women have been abandoned by their husbands.
- 2 1/2 million women are widowed.
- 2 million women are divorced.
- 6 million women are single.

These women comprise over 37 percent of the labor force. Most are heads of families and sole breadwinners. They work out of economic necessity.

Of all women 16 and over, about 42 percent are in the labor force. In the many families in which both husband and wife work, over 21 percent of the wives probably bring the family's total income above the poverty level.

About one out of ten families in the United States is headed by a divorced, separated, or single woman who is responsible for raising children in a fatherless home or who is supporting parents or other relatives.

**U.S. Civil Service
Commission
Washington, D.C.**



"If the Federal Women's Program Coordinator is to have duties in addition to this program, the corresponding manager must respect the right of the Equal Employment Opportunity officer to deploy and assign the Federal Women's Program Coordinator as EEO Office priorities would dictate."

New Women's Coordinator

Ann Bowman, staff assistant in the Division of Recruitment and Employment Evaluation, is the coordinator of the NPS Federal Women's Program.

Her job is to advise Bill on the concerns of women in the Park Service and to assure that equal opportunity for women is an integral part of the overall EEO program.

Ann also serves on the Interior Department's Federal Women's Program Advisory Committee. Established in January 1971, it consists of women representatives from each bureau of the Department.

"We are meeting once a month and researching everything in the agencies which affects women—recruitment, placement, training programs, upward mobility, child care and promotion plans.

"We're identifying the roadblocks, both attitudes and procedures, which women face. Our second job is to recommend to the Departmental Director of the Office for Equal Opportunity the methods to remove these roadblocks.

"Many women are simply underutilized in their present jobs. For instance, too often supervisors treat secretaries as little more than extensions of their typewriters. What a waste of talent and knowledge it is when supervisors don't include secretaries in what's going on in an office and don't ask for their help and ideas on programs."

Working in the Regions

Ann hopes to set up regional women's coordinators to serve as contact points for women in each region, to provide information on training and other opportunities for women.

"Our first job is to find out what's happening to all women in the National Park Service, she ex-

plains. "What are their career objectives? What types of attitudinal discrimination do they face? What successes have they had and why?"

"This will be one of the first duties of the regional coordinators. Once we know what is happening to and for women in the Service, we can really move."

Ann states that the regional coordinator would also advise the regional EEO officer on the concerns of women in the region and be a member of the regional EEO committee.

"She would be the first step in the sifting process—to separate charges of sex discrimination from cries of help for career counseling.

"In the first instance, EEO counselors are prepared to handle those cases where sex discrimination is alleged. In the second case, there appears to be a pointed need for workable career counseling for all NPS employees, male and female."

Ann says that she would like to see women take a realistic look to figure out exactly what their problems and needs are.

"By realistic I mean don't claim you are under-utilized or in a dead-end job until you've taken a good look at how well you are performing the job you have now. When we know what the real needs are, then we can all find out how to meet them."

Further Information

Anyone wanting further information on the Federal Women's Program can contact Ann Bowman at (202) 343-6901. Also many booklets are available from the Women's Bureau of the U.S. Department of Labor, Washington, D.C. and from the U.S. Equal Employment Opportunity Commission, 1800 G St., N.W., Washington, D.C. 20506.

"Sex discrimination isn't funny to women in the Federal Government. The latest figures show women are heavily concentrated in the lowest pay grades and are proportionately fewer in the higher grades.

"At the GS-18 level, where 700 people were employed in 1969, just 4 women could be found. In the upper grades, 13 through 18, 3.8% of the employees were women.

"Dropping down to grades 8 through 12, the female component is 16%, and finally in grades 1 through 7, 45% of Federal employees are women. The problem is very plainly a lack of upward mobility."

William H. Brown III
Chairman
U.S. Equal Employment
Opportunity Commission

Women's Organization

A national organization called Federally Employed Women (FEW) was formed in 1968 to promote "opportunity and equality for women in Government." All Federal employees (including men) who are citizens of the United States may join. For further information, write to FEW, Membership Chairman, 487 National Press Building, Washington, D.C. 20004

(WOMEN from page 3)

(Sketches on NPS Women were written with the help of Ed Pilley and Carolyn Petersen, WRO; Bob Burns, NERO; and Burt Coale, MWRO.)

Super Secretary



"Norma possesses a rare talent for a rapid and accurate assessment of a situation," says Ivan Parker, superintendent of Jefferson National Expansion Memorial in St. Louis, Mo. He's talking about his secretary, Norma Arnold, one of the new breed of secretaries who are more than just "extensions of their typewriters."

Visitors passing Norma's desk include high ranking officials, important businessmen, assorted militants and average persons. "She

has poise and graciousness and an ability to handle even the most difficult situation to the satisfaction of all concerned." Ivan continues.

Norma has been with the Service since 1959, transferring from the Air Force. Since that time, she has received recognition for her consistently outstanding performance from the five superintendents under whom she has served, one of whom is now our Director, George B. Hartzog, Jr.

Young, flexible and innovative, Barbara Jones could easily be the prototype of the new employees with whom she works.

As employee relations specialist in the Western Service Center, she supplies technical advice and counseling to new personnel in WSC and in the regions of the West and Pacific Northwest. She also runs several Service programs including the Savings Bond Campaigns, Blood Reserve Fund and Combined Federal Campaigns.



Helping New Employees

She's a Winner

"I've come down from Cloud Nine to Cloud Seven-and-a-half!" laughs Cindy Kryston, park historian at Minute Man NHP in Concord, Mass.



Cindy is one of the two winners of the scholarships to study historic houses at Attingham, England. (See "Under Our Hat," this issue.)

A member of NPS since 1956, Cindy holds a bachelor's degree in history and a master's degree in international relations. She handles Minute Man's interpretive activities, training, planning, living history, the curatorial program and the ESA program. Her main activity has been working on the historic Wayside House, which NPS acquired in 1965 and opened this past April.

Discussing her scholarship Cindy says, "Colonial history has always been my interest, but now I'd like to know more about the other side of the story. I'd like to see how the Colonials used their British heritage."

Originally from New Orleans, Barbara went west to a Naval duty station at Alameda in 1965 before joining NPS in 1970. Four nights a week she attends Laney College, pursuing an avid interest in Black History.

Barbara is also enthusiastic about the Service's Equal Employment Opportunity Program. "I don't want to get involved with the women's libbers," she declares, "but EEO will help women as well as minorities to beat down the old bridges of conservatism."

Lady in the Law



"I'm probably the only clerk-typist in the Service with a law enforcement degree," smiles Helen Lindsley.

She's also the first woman to complete the law enforcement course conducted by the U.S. Park Police and will, upon graduation June 30, become the first woman law enforcement officer in the Park Service. (Her official title is still uncertain, but her first assignment will be at Grand Canyon NP.)

A native of Idaho, Helen graduated in 1967 from San Jose State College with a major in law enforcement and administration. While in college she began working seasonally in law enforcement at Yellowstone and has been a clerk-typist there since graduation.

Although she doesn't resent her former title ("I got to do a lot of other things like handle radio dispatches and vehicle patrols"), she's eager for her new assignment. ("I can't stand desk jobs—I like to be out in the field.")

Helen says she had few problems being the only woman in the law enforcement class. "Most of the men accepted me," she says. "Of course, there's adjustment on both sides. I have to prove myself—to show them not only that I want to do it but that I can."

"There's nothing in the course that a girl can't do right along with the men. She might not be first in the class, but at least she can keep up!"

Ah, Those "Okie" Women!

"I've made up for lack of knowledge with love," grins Jamie Petitti, park technician at Platt NP in Oklahoma. She has a background in music and worked for the Bureau of Reclamation for six years before entering the Park Service a year and a half ago.

Jamie's big push is the environment, and the Nature Center's shelves are stuffed with her well-read ecological "messages." She gives talks, conducts tours, writes a breezy nature column for the local newspaper and recently helped complete a slide/sound show for the Center.

Platt also boasts one of the few women administrative officers in the Park Service, Retha Condriff. A native Oklahoman, Retha began as a clerk-stenographer 18 years ago. She has been in her present position since July 1969.



Successful Philly Filly



Like many of the successful women in the Park Service, Joan Krall has worked hard to climb up the organizational ladder.

A native Philadelphian, she entered NPS after graduating from high school in 1970, starting as a clerk-stenographer in the accounting office of the Northwest Region. She became an accountant-technician and, after taking the FSEE exam, was promoted to budget analyst. In addition, she recently won a \$200 award for her work in helping to set up the DIPS program in the region.

Her success story?

"I took a couple accounting courses, but mostly it's on-the-job experience," she explains. It's a bit of luck, too, being in the right place."

Active on the region's EEO committee, Joan feels that "It's even harder for a secretary to get ahead than for a clerk. At least as a Grade 2 you still have something to look forward to. Many secretaries at Grades 5 or 6 feel that there's nowhere for them to go."

Seattle Sandy

"It's one of the greatest offices in the world to work for," says Sandy Walter, environmental education specialist at the Pacific Northwest Regional Office. "When you have an idea, they let you go with it. Because it's a new office, there's no precedent, so it's all up to us."

A graduate of San Jose State College with a degree in park management, Sandy entered NPS as a naturalist during the summer of her graduating year. She has been in her present job for the past year and a half.

Currently she works with teachers and teacher workshops, prepares environmental education material for field areas and school districts, gives talks and participates in community projects such as bottle recycling.

Sandy's career objective: to remain with environmental education at the regional or WASO level. "I like to see all the things happening in the parks," she concludes.



Designing Woman

Laura Wilson, sole woman landscape architect in the Western Service Center, wryly comments on her unique position: "It may have been an accident," But her 15 years of NPS service and previous professional experience as a licensed landscape architect belie the allegation.

Working closely with architects and their plans to maintain a consistent use of materials and design, Laura develops plans for exterior areas at NPS facilities as well as working on master plan projects and developing specifications.

Commended by the Secretary of the Interior for her part on a 3-"man" team that worked double time to complete Cabrillo National Monument plans in a phenomenal 3-week period, Laura also designed the exterior area for the Rocky Mountain westside visitor center. She is presently involved in planning a Crescent City site for Redwood National Park.



Up in the Smokies

"The most satisfying thing is to see a job finished," declares Janet Huskey. "We don't always get to do it through to completion."

As program assistant in the Division of Maintenance at Great Smoky Mountains NP, Janet coordinates the maintenance budgets and submits them in proper format. She helps draft the priority list for the 5-year program and helps write a project construction proposal for each.

"Of course, I don't do all of this," she laughs. "I assist the chief of maintenance."

Janet began working at the Great Smokies in 1957 as a clerk typist and later worked as a secretary before her promotion, in 1968, to her present position. She happily combines her career with marriage (her husband is principal of the local high school) and children (four, ranging in age from 12 to 22).

Construction Worker — Almost

Women in construction work? Not many perhaps. But superintendents in the Midwest Region look to Lorraine Mintzmyer as the authority in programming their construction projects.

A member of NPS since 1959, Lorraine began as a clerk-stenographer and worked her way up to becoming, in 1970, the first woman regional programs coordinator in the Park Service.

She consolidates construction requests and recommends priorities for all the parks in the region's 10-state area. She preplans professional assistance from the Service Center and reviews such things as master plans, research reports and management objectives. She also provides liaison with the Western Service Center.

"My only regret is that so many people think programming is just a bunch of figures," she exclaims. "But you really get involved in all facets of what's happening in the parks. It's not one bit dull!"



Under our hat



Secretary Morton presented nine distinguished service awards and one valor award to NPS employees at departmental ceremonies on June 7. Park Service awardees were, left to right: Robert Linn, Thomas Flynn, George Fry, Charlie Steen, Robert Utley, Bill Bowen, John Rutter, Richard Montgomery, Benjamin Howland, and James Langford.

"I'm somewhat embarrassed," said James Langford, supervisory park ranger from Pinnacles who received the valor award. "I accepted the award only with the understanding that it was on behalf of all those who were overlooked but deserved it. I was only doing what was needed at the time."

COMMISSION MEETS: The National Park Centennial Commission, established by Congress to plan for the celebration of the 100th anniversary of Yellowstone, met for the first time on June 7. The Commission consists of the Secretary of the Interior, four Senators, four Congressmen and six "public" members from outside Government. It is being assisted by the National Parks Centennial Advisory Committee which has been active since last January.

At the meeting, the Commission approved plans to provide host services for a Second World Conference on National Parks and approved planning for a kick-off dinner to be held March 1, 1972 at the Shoreham Hotel in Washington, D.C. The Commission also approved the idea of selling commemorative medallions (the Commission must raise \$300,000 before Federal funds will be released); approved implementation of plans for a series of forums; and discussed the issuance of commemorative postage stamps.

The next meeting of the Commission will be held in the middle of July. A field meeting will be held at Yellowstone in August. (For a list of commission members, see the June issue of the NPS COURIER. A full report on the Commission's activities will appear in the July issue of the COURIER.)

OPEN SEASON CHANGES: Under a new plan, the Civil Service Commission will hold annual open seasons for the Federal Employees Health Benefits Program from November 15 through 30 beginning November 15, 1971. During this period an employee who is not registered to be enrolled may register, and any enrolled employee or annuitant may change his enrollment from one plan or option to another, or from self only to self and family, or both.

GARRISON IS PROF: Texas A&M University has named Lon Garrison as Visiting Professor in Recreation and Parks for the 1971-72 academic year. A psychology graduate of Stanford University in 1932, Lon is currently director of the Albright Training Academy.

YOUNG MUSICIANS are needed to help bring Arlington House (original name of Custis-Lee Mansion) to life with music, violinists, flautists, pianists, cellists, or those who sing or who play other instruments of the mid-1800s. Teenagers or children who wish to volunteer their time will play period music and dress in costumes which will be

provided. Each person should have a total of 15 minutes of music to perform.

Summer performances will be Saturdays 1-4 p.m. and Sundays 1-3 p.m. Those who wish to play or sing please call Phil Jacobsen 451-3918 or Becky Wilburn 256-8557. Heading the committee is Helen Hartzog, assisted by Helen Torres and Marion Griswold. June Harriman is in charge of costumes.

SCHOLARSHIP WINNERS: Cindy Kryston, historian at Minute Man NHP and John Dryfhout, curator at Saint-Gaudens NHS, are the first recipients of two scholarships, earmarked for NPS employees, to study historic houses at the Attingham Summer School's three-week seminar in England next month. (See NEWSLETTER, Dec. 24, 1970.)

A graduate in history from Hope College in Michigan, John also attended the Washington Semester Program at American University and the Hope College Vienna summer school in Austria in 1963. He received a Rackham Graduate Fellowship and in 1966 graduated with his masters in museum practice from the University of Michigan. He has been curator at Saint-Gaudens since Sept. 1966.

(A feature on Cindy appears on page 6 of this issue of the NEWSLETTER.)



People On the Move

New Faces

Ackley, Clyde L., to Cartographic Techn., ESC
 Barrette, Betty M., to Clk. Steno., ESC
 Berberet, Margaret J., to Clk. Steno., Yellowstone NP
 Brooks, Harold A., to Gardener, NCP-North
 Comegys, Wellington, to Mail & File Supv., ESC
 Comstock, Pamela J., to Sec., NCP
 Costales, Roberto A., to Supv. Pk. Ranger, Ohio Group
 Deporto, Amelia G., to Clk. Typist, Carlsbad Caverns NP
 Doughton, Donald S., to Realty Spec., ESC
 Frear, Richard N., to Visual Info. Spec., WASO
 Griffin, Douglas L., to Gen. Engr., WASO
 Harris, Harold E., to Warehouseman, Yellowstone NP
 Imes, William T., to Tractor Operator, George Washington Mem. Pkwy.
 McGraw, Jeffrey P., to Laborer, Catocin Mtn. Pk.
 Majette, Thomas L., to Mail & File Clk., ESC
 Rindon, Gilbert C., to Maintenance Worker, Sanford RA
 Simpson, Wayne R., to Engineering Equipment Operator, Curecanti NRA
 Smith, Theodore R., to Chemist, WASO
 Smith, Warren D., to Pk. Techn., Glen Canyon NRA
 Streveler, Gregory P., to Research Biologist, WASO
 Stroud, Leander E., to Elevator Mechanic, JNEM
 Vargay, June, to Sec., WASO
 Weldy, Shirley W., to Sec., WASO
 Williams, Robert E., to Protection & Public Use Asst., Independence NHP

New Places

Campbell, Philip J., from Pk. Ranger, Albright TC, to same, NCP-East
 Couraud, Dwayne, from Foreman (R&T), Southern Utah Group, to Maintenance Foreman, Capitol Reef NM
 Ford, Robert B., from Pk. Ranger, NCP-North, to same, Delaware Water Gap NRA
 Kenoyer, John C., from Maintenance Worker, Cabrillo NM, to Supv. Pk. Techn., Mesa Verde NM

Keunzel, Dennis W., from Teacher, Mammoth Cave NP, to Supv. Pk. Ranger, Fort Pulaski NM
 Kreis, Weston P., from Supv. Pk. Ranger, Natchez Trace Pkwy., to Employee Development Spec., U.S. Pk. Police, NCP
 McGarrigle, Edward V., from Maintenance Worker, Saguaro NM, to same, Glen Canyon NRA
 McKibbin, Kevin, from Supv. Pk. Ranger, Canyon de Chelly NM, to Pk. Mgr., Hubbard Trading Post NHP
 McMullen, Richard J., from Admin. Off., Great Smoky Mtns. NP, to Proc. & Prop. Mgmt. Off., Grand Teton NP
 Miller, Pat H., from Pk. Mgr., Everglades NP, to Pk. Ranger, MWRO
 Rigby, Warren L., from Pk. Techn., Petrified Forest NP, to same, Bryce Canyon NP
 Sorg, David W., from Gardener, NCP-Central, to Maintenance Worker, DeSota NM
 Thompson, Theodore R., from Pk. Mgr., Rocky Mtn. NP, to same, SWRO
 Tyers, John A., from Pk. Mgr., Glacier NM, to same, SWRO
 Zerbey, Benjamin J., from Pk. Mgr., Boston Group, to same, NERO

Out of the Traces

Bannon, Elsie B., from Admin. Off., WASO
 Berger, Esther, from Printing Clk., WASO
 Bizzard, James T., from Maintenance Foreman, NYC Group
 Cumberland, Joseph A., from Carpenter, George Washington Mem. Pkwy.
 Ebert, Hugh B., from Pk. Mgr., Southern Arizona Group
 Cunningham, Velma N., from Cook, Great Smoky Mtns. NP

Dale, Carlos K., from Staff Naturalist, WASO
 Edwards, Alice G., from Clk. Typist, WASO
 Eittington, Julius E., from Employee Development Off., WASO
 Fauley, Rae Marie, from Clk. Steno., Grand Canyon NP
 Foust, Jon A., from Spec. Asst. to the Dir., WASO
 Gonzalez, Norma T., from Clk. Typist, Southern Arizona Group
 Gorman, David P., from Maintenance Worker, Canyon de Chelly NM
 Hannah, Mark E., from Supv. Pk. Ranger, Great Smoky Mtns. NP
 Ledford, William H., from User Charges Analyst, WASO
 Leeman, Charles F., from Elevator Operator, Carlsbad Caverns NP
 Lewis, Ralph H., from Supv. Staff Curator, WASO
 McDonald, William M., from Maintenance Foreman, Kenesaw Mtn. NBP
 McIntyre, Grace L., from Sec., Independence NHP
 Mabery, Roby R., from Pk. Ranger, Carlsbad Caverns NP
 Manucy, Albert C., from Historian, SERO
 Moore, David M., from Group Leader, Mammoth Cave NP
 Neilson, Keith P., from Pk. Mgr., Great Smoky Mtns. NP
 Pugh, William A., from Program Spec., WASO
 Stratton, John W., from Ch. Br. of Employee Evaluation, WASO
 Talakte, Christine R., from Clk. Steno., WASO
 Turner, Houston R., from Contr. Compliance Off., WASO
 Van Kirk, Clifford D., from Budget Off., MWRO
 Williams, Alfred E., Jr., from Pvt., U.S. Pk. Police, NCP

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