

## EEO awareness given push by Director

By Ronnie Spiewak

Male chauvinists and women's libbers alike opt for equal job opportunity but are they aware of the policies designed to insure it?

"EEO Awareness Week," a four-day forum held servicewide recently aimed to inform workers of such policies because "we felt that NPS employees should be better informed of EEO's mission," Bob Nunn, EEO officer, WASO explained.

Sparked by a firm EEO commitment from Director Ron Walker, employee turn-out was significant. EEO offices across the country held lectures, discussions, field trips and luncheons. It was an EEO first because it was geared for all employees, in contrast to workshops

of former years held for supervisors and managers.

To set the stage for EEO Awareness Week, Walker late in March urged Field Directors to get behind the event. The Director said, "One of my highest priorities is to make this bureau... more than ever an organization characterized by opportunity—equal opportunity—for every member of the Park Service, for every applicant, for everyone who comes to us, and for everyone we come in contact with...in other words—for every American...I fully expect, that you will join Secretary Morton and myself in demonstrating through affirmative action that we are worthy of the hopes equal employment opportunity is and represents..."

The Director's participation in one of the Washington sessions and the presence of his associate directors and deputy director demonstrated EEO support.

He commended EEO counsellors on an excellent job, saying, "From January 1973, to date, EEO handled 27 complaints in Washington. Of these complaints, not one had to be dealt with beyond the informal stages."

In Washington, the Interior Department auditorium opened its doors to some 700 employees. Bob Nunn, who had worked closely with the Director's staff in planning the event, began, "You are probably asking 'why have a special week?' Because of some of the questions raised, problems that continue to surface, dissatisfactions that are apparent, attitudes that are apparent, attitudes that are observed and inequities in some managerial practices, we feel it is our responsibility to make known to all employees their rights and the avenues available to them. In addition, we feel equal opportunity is not always included as an integral part of every office day-to-day operation. Injustices suffered by an employee not

only affect him but affect the Service, you and me."

Bob then charged every manager and supervisor with the responsibility of counselling employees on job performance, career goals, on-the-job and selected training, recognition. He said that EEO would provide a working knowledge of the basic policies and requirements of the program throughout the week repeatedly, because EEO is concerned about the "total person."

Members of the NPS Equal Employment Opportunity Office (WASO), Jeanetta M. Foreman, Federal Women's Program coordinator, and Sally Johnson, EEO specialist, moderated throughout the four days with Jeanetta also speaking on the Federal Women's Program.

In addition to NPS speakers, a number of prominent outsiders participated. Dr. Bennetta B. Washington, special assistant to the assistant secretary for Manpower, Labor Department, and wife of Washington D.C. Mayor Walter Washington, highlighted the program with such statements as, "It is sometimes threatening to a man if you're not always that sweet person who serves him coffee, mornings. He may resent you." And, "Men are handicapped because they depend so much on women. Liberate everyone to make the richest contribution to the collective welfare."

She received an excited response, especially from WASO's "Womens Committee" members (who occupied the first row in the auditorium throughout the week) and who were lauded by Wilma Victor, coordinator for the Interior Department's Federal Women's Program.

In other activities across the country, the Pacific Northwest Regional Office hosted a week-long presentation attended by about 100 employees. Ruben Flores, director, Jobs for Progress, Seattle branch—an offshoot of the larger Service



"Women need the courage and the willingness to stand up and be counted," says Dorothy Renteria, Federal Women's Program coordinator and 16-Point Program coordinator, National Capital Parks. Dorothy discussed both programs during EEO Week here.

Employment and Redevelopment (SER, which means "to be" in Spanish)—opened the session with a talk concerning equal job opportunity for Spanish-speaking workers.

Throughout the week, Bob Santos of NPS, who works with Filipino and Japanese workers, moderated a panel from Seattle's Asian community. Barbara Turner, HEW's Federal Women's Program coordinator, spoke and presented the film "Fifty-one Percent," concerning a young woman in private industry and how she counters discriminatory practices threatening her upward mobility. Fred Gray, senior employment specialist with the Seattle Urban League explained the Affirmative Action Plan.

Program participants visited the Seattle Indian Center, eight blocks from the NPS office to observe health care, food distribution, arts and crafts and youth programs.

At National Capital Parks, EEO staged a week-long program. Higineo Costales, (he also spoke at Interior auditorium) reviewed



Until recently, Rubie Scott, left, Jackie Baum, middle, and Cynthia Brown, right, held clerical positions with limited potential for advancement in the Washington Office. All three are now enrolled in a new upward mobility program called CAPTED (Career Advancement for Paraprofessionals Through Training and Educational Development).

the executive Sixteen-Point Program for Spanish-speaking Americans including Puerto Ricans,

Cuban-Americans, Mexican-Americans and other citizens of Hispanic background and culture.

## Utley receives honorary degree from Purdue U.

Robert M. Utley, assistant director, Park Historic Preservation, received an honorary Doctor of Letters degree from Purdue University May 10, at commencement ceremonies held in Lafayette, Ind.

From Purdue, Utley flew directly to Tokyo, where he will meet for six weeks with Japanese officials responsible for historic preservation in that country. He will also be visiting local monuments and historic sites. The trip is a result of his having received the senior UNESCO fellowship to study Japanese concepts and techniques in historic preservation.

The former NPS chief historian and 1951 graduate from Purdue got the award in recognition of his record as an administrator of historical programs in the Park Service and his out-of-Service professional activities.

Founder and former president of the Western History Association, Utley has authored many articles



Robert Utley

in professional journals and historic magazines. He has written four books, the latest of which, "Frontier Regulars: The U.S. Army and the Indian, 1866-1891," was published late last year.

Assistant Director Utley said of the honorary degree: "It is indeed an honor to be singled out by my former alma mater for this recognition."

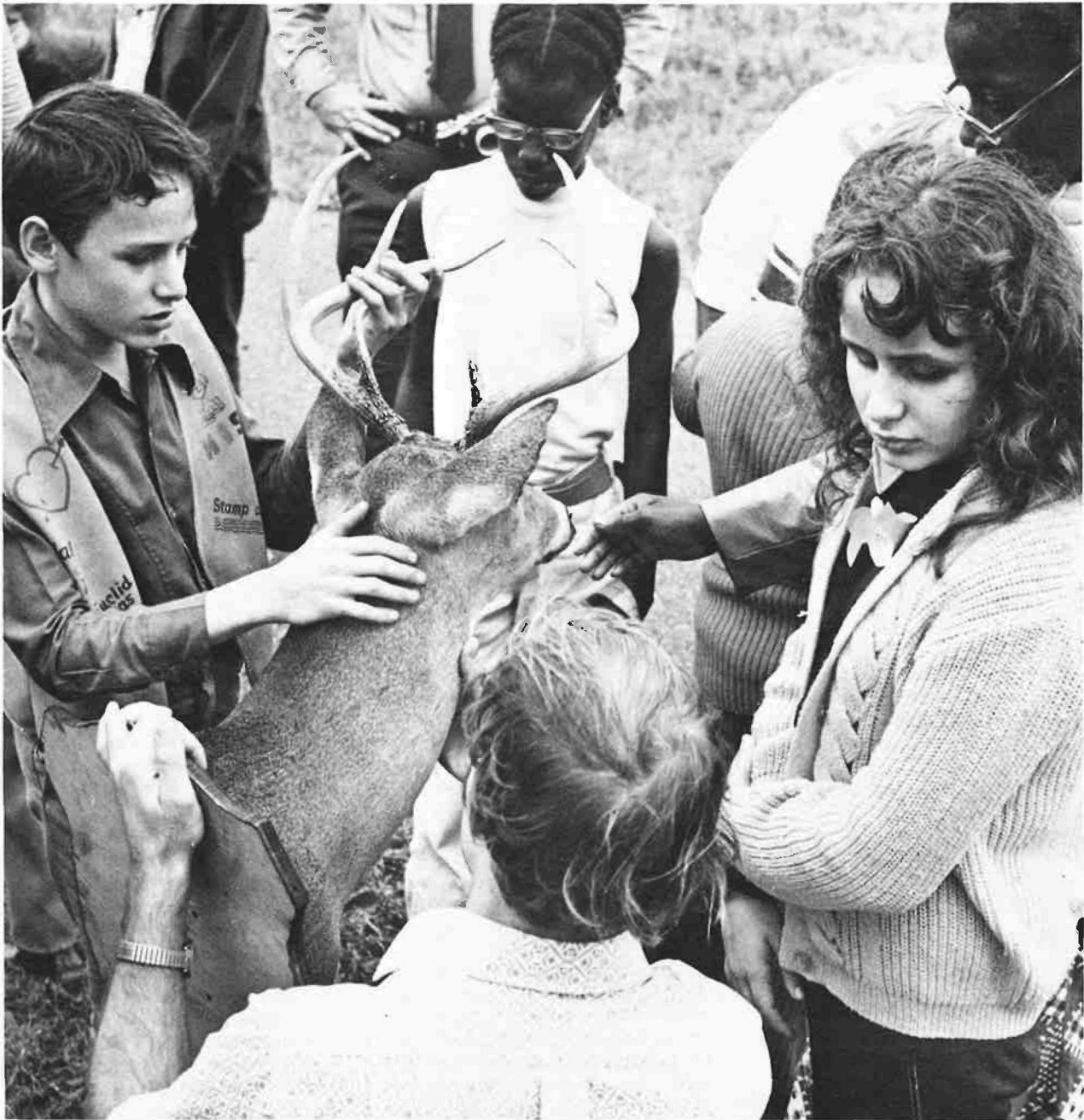
Harpers Ferry NHP presented short films daily during the week including "Bill of Rights," "What's the Matter with Alice?" "Toward Full Integration" and "The Supervisor and Equal Opportunity." Guest speaker was Dr. Janet Brown, director of the Office of Opportunities in Science, American Association for the Advancement of Science. Dr. Brown spoke to an audience of about 130 including a number of students from the Mather Training Center who were there for a speech training course. She addressed herself to the problems of recruiting women into professional science positions when the scientific establishment consists basically of white males. She suggested referring to professional women's magazines and societies for recruiting women.

From the Southeast Regional Office, EEO Officer Phil Breslow reports practically 100 percent attendance in the daily one-and-one-half-hour sessions during EEO week. Among those who spoke were Supt. David Thompson, Jr., and Deputy Director Robert Stanton.

In a number of field locations, such as Cape Hatteras NS, EEO officers talked with field personnel about the EEO program and the roles of the supervisor and the manager. A special session was devoted to informal discussions

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# Blind children given Horseshoe Bend environmental tour



*Blind students get the feel of animals, a deer in this case.*



*Through the woods, Southern Union State Junior College students help lead blind children on ESA experience.*

Twenty-seven blind students visited Horseshoe Bend National Military Park, Alabama, for an Environmental Study Area (ESA) experience early this year.

The third through fifth grades from the Alabama School for the Blind traveled 70 miles by bus to "see" the park and its environment.

Assisting the park staff were 14 biology students from a nearby college, who had been prepared beforehand for the experience by Park Ranger Ron Warfield. By leading them on a trust walk (blindfolded) through the park, Warfield had helped them to be aware of their four other senses, and to "see" the park as the blind students would.

When the youngsters arrived, they were divided into pairs, each under the leadership of a college student. Everyone then gathered to sing happy songs, setting the mood for the

day. Each boy and girl received a name tag shaped like an object in nature (animal, flower, tree, sun or rock) to identify and to use later in games. Cockleburs served as the "pins" for attaching tags to clothing.

After all had identified their name tags, each trio of two students and leader began walking Horseshoe Bend's "Nature and Man ESA" trail. Along the two-and-a-half mile trail, each participant used his senses to discover his place in the environment of Horseshoe Bend. Some students hugged trees, "seeing" the differences of age and size, and getting an idea of various textures in pines and hardwood. Other students discovered that pine needles, dried leaves, and grass each have their distinctive sound when walked upon.

At the first stop along the trail, Ranger Warfield led everyone in

playing "The Web of Life" game. He tied all the student's name tags together with string to show each person's interrelationship with all others in the group and in the environment. As the students continued the trail walks, they became more aware of patterns and variety in the forest leaves, pine needles, tree trunks, and moss. Even "seeing" the Tallapoosa River became a dramatic experience as each student threw a rock or stick into it, getting an idea of its width and depth.

During a brief shower, instead of running to shelter everyone enjoyed the sound of raindrops on the trees and the feel of rain and wind on the face. "As the sun returned, each student was given a rock of his own," Ranger Warfield said. "When the rocks were taken away and then returned to the blind students, not one missed identifying his own rock!"



*Blind students are led in a rock identification game by Ranger Ron Warfield.*

At the final stop on the trail, animals and their lives became the topic of inquiry. Several live and some stuffed animals were provided by the college, so the students could examine them. As they discussed the life styles of the various animals, the students picked their favorites. The crow, turtle, and deer proved to be the most popular.

As the day drew to a close and the blind students began boarding their bus for the trip back to school, the tearful farewells told of the closeness that had developed between students and leaders in so short a time.

"An experience in nature brings people together," commented Warfield. "Before, these students knew Horseshoe Bend as an historic site; now they also know it as a living, loving place."



*Southern Union State Junior College Instructor Mary Shivers leads blind student investigating fence patterns.*

# *Employee rewards for energy-saving tips*

Another step has been taken by the National Park Service to involve its employees in energy conservation.

Citing the fact that NPS "is an organization founded upon principles of conservation," Charles L. Mangers, acting Associate Director, Administration, in a letter to the directorate, says it is now departmental policy that the incentive awards program should be used as a motivational device to obtain ideas, suggestions, and other methods for energy conservation from Park Service employees.

Mangers says "the Park Service should play a leading role in the Government energy conservation program by effectively using all aspects of our incentive awards pro-

gram to promote and reward significant contributions made in the area of energy conservation."

Mangers cited several examples of actions for which individuals should be considered for an award:

1. Exceptional efforts in making co-workers and the public aware of the energy problem and what they can do to alleviate it...strong and effective promotional efforts.

2. Outstanding efforts in the development and implementation of methods which substantially reduce energy consumption...replacement of inefficient equipment, the careful regulation and use of official vehicles and travel.

3. Significant contributions to energy conservation in the design and construction of new facilities or

additions to existing structures.

4. Unique or effective handling of an emergency situation which is work related...measures taken to conserve energy during a power shortage.

Mangers also said that due to the seriousness of the energy problem employees should be encouraged to identify areas where energy resources are wasted and to suggest solutions.

He said award dockets (honor awards or suggestion awards) should be sent to the Associate Director, Administration, attention: Timothy C. MacCarthy, Special Programs Coordinator.

Finally, Mangers wrote: "Energy conservation is everyone's business. Let's do our share."

## **'Signers of the Declaration', NPS's newest Bicentennial book**

What kind of men were responsible for an act of revolution that resulted in one of the most significant changes in world history?

For a nation preparing to celebrate the Bicentennial of that act, the new National Park Service book, "Signers of the Declaration," provides interesting insights into the lives of a group of men—some famous but most unknown—who defied the British Empire to set this nation on the path to greatness. The book has been issued as part of the National Park Service's observance of the Bicentennial.

In its preface President Nixon says, "I commend this book to your attention and encourage all people, Americans and foreigners alike, to make a special effort to visit our historic sites during these Bicentennial years."

It is through the historic sites that the story of the signers of the Declaration of Independence is told. The National Park Service conducts the Historic Sites Survey which led to the identification of all known

buildings connected with the lives of the Americans who signed the historic Declaration. The book tells about all the historic buildings still remaining in which the signers lived and worked, adding reality to the sometimes shadowy figures whom history records as the creators of our nation. Sites number 56 in 13 eastern states plus the District of Columbia, and include those in the National Park System as well as National Historic Landmarks.

The 310-page hardcover book not only outlines the lives of the 56 men whose names appear on the Declaration—pointing out that most signed on August 2, 1776, and the final signature was not made until a year later—but also the history surrounding the signing and the principal buildings and residences associated with the men and the event.

Beautifully illustrated, the book, according to Secretary of the Interior Rogers C.B. Morton, "will stimulate our visual memory of the persons and events that cast

this nation upon its course."

"Signers of the Declaration," outlines events that led to the issuance of the Declaration and traces the conflicts involved in its writing, adoption and signing. It contains a biographical sketch of each signer, a location map and a bibliography listing outstanding works about the Declaration of Independence. An appendix reprints the text of the Declaration and covers the history of the document itself.

In releasing the new book, Director Walker stressed that it should "enhance understanding of our heritage and stimulate the efforts to save the sites and buildings which commemorate that heritage."

"Signers of the Declaration," the latest in the National Survey of Historic Sites and Buildings series, was prepared by National Park Service personnel and is available from the Superintendent of Documents, Government Printing Office, Washington, D.C. 20240.

# Mrs. Johnson, Dr. Payne receive Department conservation awards

Mrs. Lyndon B. Johnson and Dr. Melvin M. Payne, president of National Geographic, retiring members of the Advisory Board on National Parks, Historic Sites, Buildings and Monuments, were presented Interior Department Conservation Service Awards April 22 at the 70th meeting of the Advisory Board. Both Dr. Payne and Lady Bird Johnson completed six-year terms on the 11-member board. Dr. Payne was chairman and Mrs. Johnson vice chairman.

The Board advises the Secretary of the Interior on matters relating to national parks and to the administration of the Historic Sites Act of 1935. It recommends policies and reviews proposals for new NPS areas and proposals for landmark designation.

The Board is made up of authorities in such fields as history, archeology and architecture. The members serve without pay. The Board is divided into three committees—for historical areas,



Mrs. Lyndon B. Johnson expresses her appreciation for having been presented a Department Conservation Service Award. Secretary Morton presented the award.



Dr. Payne with his conservation award.

natural areas and recreational areas. Mrs. Johnson chaired the active history committee.

Other highlights of the meeting included remarks by Secretary Morton and a scaled-down presentation by Director Walker of his "State of the Parks" message.

"It is fitting to honor the former First Lady in this way," the Secretary said at an evening reception April 22. "When her husband was President, Mrs. Johnson played an influential leadership role in conservation, beautification and preservation efforts. Dr. Payne's distinguished leadership in exploration, research and education, together with his contribution to man's knowledge of the earth...make Mel Payne a deserving recipient of the Conservation Service Award... He has been a good friend of the National Park System and has given (it) strong support..."

That same evening, Mrs. Johnson greeted hundreds of friends—officials from the Johnson years, Park Service people and current officials, including HEW Secretary Caspar Weinberger, Deputy White House Press Secretary Gerald Warren and Sen. Barry Goldwater of Arizona.

Many guests acclaimed the pro-

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# Conservation awards (From page 7)

fusion of spring flowers now evident in the Capital and noted Mrs. Johnson was largely responsible for it. She replied: "It was the work of many hands."

During the Wednesday, April 24 session of the Board, Mrs. Johnson was made an honorary NPS superintendent (she'd already been an honorary ranger) and Dr. Payne was made an honorary ranger by Director Walker.

As secretary of the National Geographic Society's Committee for Research and Exploration, Dr. Payne took a leading role in support of the first ascent of Mt. Everest, and Dr. Louis B. Leaky's discoveries of early man in Olduvai Gorge in Tanzania. His work on the Board led to the establishment of an

Office of Professional Publications in NPS.

Elected to become the new chairman of the Board was Peter Murphy, Jr., a business executive and active civic leader from Eugene, Ore. Steve Rose, a business and outdoor enthusiast active in museum and conservation organizations and founder of the Biltmore Art Gallery in Los Angeles, was elected the new vice chairman.

Chosen to fill the post of secretary of the Board was Dr. William Shade, associate professor of history at Lehigh University. He is a specialist in American history and has authored three books.

A major presentation to the Board was made by Dr. Ernest A. Connally, associate director, Professional

Services, and his staff. Assistant Director for Park Historic Preservation Robert M. Utley, Dr. A.R. Mortensen, assistant director, Archeology and Historic Preservation, and John C. Poppeliers of the Historic American Buildings Survey participated in the NPS presentation. It was Mrs. Johnson's history committee that drafted the recommendations for addition of new historic landmarks.

In addition to remarks by Secretary Morton and Director Walker, the full board heard Assistant Secretary for Fish and Wildlife and Parks Nathaniel P. Reed.

Recommendations of the Board are given to the Secretary of the Interior in a memorandum. It meets twice yearly.

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between employees and their Division chiefs.

Specially selected films were shown twice daily at the Southwest Regional Office. Particularly well-liked was a 55-minute movie entitled, "The Voice of La Raza," developed by the Office of Equal Opportunity and the Civil Service Commission. Actor Anthony Quinn narrated and appeared in the film which took a look at the plight of Spanish-speaking individuals in the U.S. Another favorite was "Black and White—Uptight," a 35-minute film dealing with racial prejudice narrated by Actor Robert Culp.

From the Midwest Regional Office, EEO Officer, Steve Williams reports some 100 employees participated in discussions held throughout the week and attended films here. He said continuing EEO meetings will be held once-a-month and will cover all aspects of the program. The suggestion was brought up by EEO committee members and supported by many employees.

Two years ago last March, legislation was enacted to "put teeth" into President Nixon's 1970 Executive Order banning sex discrimination in Government. It was thought that the previous order lacked the clout to effectively insure equal opportunity for all workers.

The birth of this public law, named the Equal Employment Opportunity Act of 1972, provided strong re-

quirements and penalties for managers and agencies. It strengthened the discrimination complaint process in a number of ways:

1. Increased the complainant's access to the courts.
2. Provided for third party complaints.
3. Provided for retroactive back pay for as much as two years.
4. Strengthened and established "patterns" as evidence of discrimination.

In addition, the act established areas of emphasis so that EEO counsellors and committee people would have specific guidelines in tackling EEO complaints. The Federal Women's Program, the President's 16-Point Program for Spanish-surnamed Americans, and Indian Hiring Preference Program are a few examples.

To insure that minorities do in fact get equal treatment in the hiring process, the Affirmative Action Plan was set up under executive order, and under Civil Service Commission guidelines and is reviewed and approved by the Civil Service Commission. Within the National Park Service it is a blueprint for recruiting qualified job candidates from minority groups at the park, regional and bureau levels.

The thrust of the Affirmative Action Plan for fiscal year 1974 is to "modify hiring practices and applicant expectancies which have led to an exclusion or near exclusion of minorities. Each local field area will administer the program, initiating the recruiting thrust by contacting local minority and women's groups, community colleges, and other institutions of high and further education and community action groups and programs."



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