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THE WHITE HOUSE

WASHINGTON

July 24, 1984

good file
MEMORANDUM FOR MIKE MCMANUS

FROM:

PAM BAILEY *PAB*

SUBJECT:

THOUGHTS ON WOMEN'S HALL OF FAME

Interesting idea that might have credibility after the election but not before.

1. Would invite comments by critics that RR enshrines women while Mondale puts them to work.
2. What criteria would be used? Would be hard to strike an acceptable balance between all the traditional women who are just as much heroes as the "firsts".
3. Could be read as a panic response to a special interest. How would we defend not doing a Hall of Fame for Hispanics? Blacks? Men?

Recommendation: The concept of doing something bold is intriguing. Would the acceptance speech have room for a dramatic initiative that would cause women to say "RR is acting in our interests while Mondale is dealing in symbols?"

Maybe announce the personal exemption increase -- promising a tax cut would certainly be a dramatic contrast to Mondale's tax increase.

Another key issue for women is child care but there probably isn't much of a role we can legitimately play there.

THE WHITE HOUSE
WASHINGTON

Pam B

Someone has
suggested RR propose
a Womens Hall of
Fame - Federally
funded Any Thoughts?

THE WHITE HOUSE

WASHINGTON

December 6, 1983

MEMORANDUM FOR SENIOR WHITE HOUSE STAFF

FROM: MICHAEL K. DEAVER 
SUBJECT: Coordination of Women's Events

In order to coordinate Administration participation in women oriented events, I have asked Fred Ryan, Director of Presidential Appointments and Scheduling, to maintain an ongoing log of potential events.

From this point forward, I ask your assistance in the project by informing Fred Ryan of all events both within and outside the White House that relate to women's issues.

Thank you.

Donna:

Here is the list of names and copies of correspondence sent in by women who want to help:

Carol A. Sragg
18 Stuyvesant Oval
New York, New York 10009

Ms. Patricia L. Geadelmann
1109 W. 20th Street
Cedar Falls, Iowa 50613

Ms. Graciela Beecher
Chairman
National Federation of Cuban
American Republican Women
P. O. Box 10538
130 East Lewis Street
Fort Wayne, Indiana 46802

Ms. Mary Rita Miller
Assistant Chairman
Erie County Republican Committee
29 Keats Avenue
Tonawanda, New York 14150

The Honorable Donna Pope
Director of the Mint
Department of the Treasury
Washington, D.C. 20220

Christopher Heinbaugh
representing Aurora, the
Women's Political Institute
P. O. Box 6155
Alhambra, California 91802

Ms. Marie V. Richardson
Minority Leader and
Ms. Mary Lou Rath
County Legislator
Erie County
25 Delaware Avenue
Buffalo, New York 14202

Ms. Bernice R. Sandler
Executive Director
Project on the Status and Education of Women
Association of American Colleges
1818 R Street, N.W.
Washington, D.C. 20009

Ms. Gayle Powers
3411 Margate Drive
Richmond, Virginia 23235

Lisa Small
302 West Carpenter
Springfield, Illinois 62702

Patricia Wilson
373 Moselle Street
Buffalo, New York

Beverly M. Selby
301 G Street, S.W.
Washington, D.C. 20024

Lora J. Villarreal
2843 Sutton Oaks Lane
Vienna, Virginia 22180

File

Members of the Board of the Financial Women's Association
(472 members)

Pres.

Ellen Levy, Bernard Engelhard and Assoc.

V P

Norma J. Niehoff, Drefus Service Corp.

Secretary

Denise McLaughlin J. Henry Schroder Bank and Trust Co.

Treas.

Myra Tobin, Marsh and McLennan, Inc.

Committees:

Career

Patrice Garrison, New York City Partnership Assn.
Carleen Stone Kizer, CBS, Inc.

Civic Affairs

Suzanne D. Jaffe, Depty Comptroller New York State

College Intern Program

Leah S. Pfeffer, Dean Witter Reynold Inc.

Communication

Juanita Y. Matijasic, Chemical Bank

Resource

Doris Travis, Bankers Trust Company

Education

Llene J. Leff, Revelon, Inc.

Fundraising

Susan Farber, Everstadt Asset Management

Government

Catherine Hannah Behrend, Office of the Mayor
Communities Assistance Unit
Francine J. Sommer, Research & Science Investors, Inc.

Membership

Margaret Newborg, Henchey & Co., Inc.

Program

Freda S. Ackerman, Moody's Investors Service
Myrna Z. Weiss, Metropolitan Insurance Companies

*Bill
stake it this
is from Faith
to be included
in Ortega
ceremony.*

Working Mothers

Nan Foster-Rubin, Citycorp, Venture Capital Limited

Past President

Pamela Jane Newman, Marsh & McLennan

THE WHITE HOUSE
WASHINGTON

November 1, 1983

MEMORANDUM FOR: MIKE DPAVER
FROM: NANCY RISQUE
SUBJECT: Women who have contacted
mkd / White House regarding
women's issues

Susan Auld
Catherine Bedell
Marjorie Bell Chambers
Elaine Donnelly
Phyllis Schlafly
Muriel Siebert (problems here)
Sandy Smoley

Members of Congress

Bobbie Fiedler
Marge Roukema
Olympia Snowe
Nancy Johnson
Lynn Martin
Claudine Schneider
Marjorie Holt
Virginia Smith
Barbara Vucanovich
Paula Hawkins
Nancy Kassebaum

Staff

Anne Graham
Mari Maseng
Becky Norton Dunlop

THE WHITE HOUSE

WASHINGTON

October 26, 1983

WOMEN'S INITIATIVES

1. Reagan meeting with Rollins re: women's program.
2. Heitman materials -- to Baroody.
3. Maureen re: fund raisers and video tape.
4. Pat Goldman - National Safety Transport Board.

Women's Program

- a. Svahn hires a woman policy person.
- b. Kevin Hopkins.
- c. Small group.
- d. Jack Svahn.
- e. 50 States to Verstandig.
- f. Legal stays at Justice.
- g. Legal Equity Task Force - looks for projects within each Department and let us know so President can take credit.
- h. Pick out 5 Presidential projects.
- i. Chairman for Legal Equity Task Force.
- j. Fuller and Svahn re: Agent Orange.
- k. Surrogates - Heckler, Dole, Reagan, Hills, Fiedler, Lyn Martin, Ann Armstrong.
- l. Press opportunity for women speakers.
- m. Women for Surrogates Program for Campaign.
- n. Betty Ford at Convention.
- o. What will be the major platform issue for women - pay equity.
- p. How far we've come on legislative issues, perhaps "agent orange".
- q. Lost children and latch key children.
- r. Private sector coop day care.
- s. Documentary for Mrs. Reagan.

file/10 one

THE WHITE HOUSE
WASHINGTON

October 19, 1983

MEMORANDUM FOR:

MIKE DEEVER
DAVE GERGEN
MIKE MCMANUS
PAM BAILEY

FROM:

NANCY RISQUE



This article, I believe, underscores the need for us to focus on "real people" in any discussions we have on women appointees or in any materials we send out for public distribution.

We just ain't gonna win playing the numbers, guys.



Fewer Women Named by Reagan Than Carter

In his first two and one-half years in office, President Reagan successfully appointed 19 percent fewer women to jobs requiring Senate approval than did President Carter during the comparable period.

Between the time he took office in 1977 and the congressional recess in August 1979, the Senate confirmed 166 women nominated by Carter to posts ranging from Cabinet jobs to ambassadorships to advisory commissions.

Between the time Reagan moved into the White House in 1981 and this year's August congressional recess, the Senate had confirmed 134 women nominated by Reagan.

The names, positions and confirmation dates of all of these women appear on the following five pages.

Congressional Quarterly assembled the names by cross-checking a variety of official documents that list confirmations by the Senate. No attempt was made to differentiate between the relative importance of the jobs the women filled. For example, Carter's appointment of Joan Mondale to the National Museum Services Board is probably not as important as Reagan's nomination of Sandra Day O'Connor to the Supreme Court. Nor is Reagan's naming of Margaret Truman Daniel to the Harry S Truman Scholarship Foundation Board of Trustees as important as Carter's naming Deanne C. Siemer to be general counsel of the Defense Department.

The Reagan White House, like the Carter administration before it, is defensive about the number of women it has named to high places. It is particularly sensitive on the issue of women because polls show a "gender gap" — fewer women than men supporting Reagan.

At a news conference in July, Reagan claimed his record of appointing women was better than Carter's. "... If anyone wants to really dig into the facts, I will match our record against any other administration that

has ever been here with regard to what we have accomplished for women," Reagan said, pointing particularly to his economic policies. (*Weekly Report* p. 1568)

According to Anson Franklin, a Reagan spokesman, "We have done as well, in most cases better, than previous administrations in naming women to positions of authority." Franklin said White House figures showed that after two years in office Reagan had named 151 women to positions requiring Senate approval as compared to 150 for Carter in his first two years.

However, those numbers include nominations that were announced but never made, those that were withdrawn and those that were not confirmed by the Senate. Congressional Quarterly's list includes just those women actually confirmed by the Senate. The Congressional Quarterly figures for Reagan and Carter also include two and one-half years, not just two.

'Political Football'

"The issue has become a political football," Franklin said. "This president has done quite a bit to include women in the decision-making process. He's gone a long way. That can't be taken away from him."

But Reagan's record on female appointments was called "pitiful" by Marilyn Nejelski, coordinator for the Coalition for Women's Appointments, an organization of women's groups formed in 1976 out of unhappiness with the number of women initially appointed by Carter. Nejelski said the disparity between Carter and Reagan is even greater than it appears because Reagan has appointed far more men than did Carter.

Congressional Quarterly's research showed that through this year's August recess, Reagan had sent the names of approximately 1,410 nominees to the Senate for confirmation. During the comparable period, Carter sent the names of approximately 1,160 nominees to the Senate. These figures include people whose names were later withdrawn or who failed confirmation.

The 134 women confirmed by the

Senate for Reagan represent approximately 9.5 percent of all the nominations Reagan sent to the Senate during the period. The 166 women confirmed during the comparable period under Carter is approximately 14.3 percent of Carter's total.

Nejelski also said that Reagan has failed to name women to top posts in the more prestigious departments, such as Defense. The biggest failure, according to Nejelski, is Reagan's appointment of very few women to the federal judiciary, although she praised the naming of O'Connor to the Supreme Court. Congressional Quarterly's list shows Reagan appointed 11 female judges while Carter appointed 22 during the comparable period.

Judy Goldsmith, president of the National Organization for Women, criticized the Reagan record on appointing women but also criticized Carter's. She said the number named by both men should have been much higher. "We're looking backwards instead of forwards," she complained.

While Reagan claimed credit for helping women through his economic policies, Goldsmith criticized Reagan's budgets that cut programs affecting women.

Rep. Patricia Schroeder, D-Colo., who regularly criticized Carter for not appointing more women, held a press conference in late September to fault Reagan's record on appointments of women. Schroeder, chairman of the Post Office and Civil Service Subcommittee on Civil Service, had her staff examine White House computer printouts of presidential appointments. According to Schroeder:

"The White House data shows two things: First, that President Reagan has made vastly more political appointments than President Carter. Second, President Carter appointed vastly more women, particularly to policy-making positions, than President Reagan has.

"I hold no special brief for Jimmy Carter. I was quite critical of his record in appointing women to his administration. Nevertheless, the record of the Reagan administration is much worse."

—Research by Joan Levit, James Reilly and Michael L. Koempel

Women Appointed by Carter and Reagan

Following are the names, positions and confirmation dates of women appointed by President Carter and by President Reagan during the first two and one-half years of their administrations. The totals show 166 women appointed by Carter; 134 by Reagan. The list includes only women confirmed by the Senate and not those whose names were withdrawn or who were not confirmed. The

period of comparison is January 1977 until August 1979 for Carter and January 1981 until August 1983 for Reagan.

The research staff of Congressional Quarterly compiled the list from the *Congressional Record*, the *Senate Journal of Executive Proceedings*, the *Senate Register of Civilian Nominations*, the *Public Papers of the Presidents* and *Presidential Documents*.

Carter

Name	Position	Date Confirmed
Anderson, Bette Beasley	Under Secretary, Treasury	3/29/77
Babcock, Barbara A.	Assistant Attorney General, Civil Division, Justice	3/4/77
Bailey, Elizabeth E.	Member, Civil Aeronautics Board	7/28/77
Bass, Mary P.	Inspector General, Commerce	6/27/79
Benson, Lucy Wilson	Under Secretary for Coordinating Security Assistance Programs, State	3/23/77
Benton, Marjorie Craig	Representative to the 32nd Session of the U.N. General Assembly	9/27/77
	Alternate Representative to the 10th Session of the U.N. General Assembly on Disarmament	
Berry, Mary	Assistant Secretary for Education, HEW	5/26/78
Bingham, Eula	Assistant Secretary for Occupational Safety and Health, Labor	4/1/77
Black, Susan H.	U.S. District Judge, Middle District of Fla.	3/8/77
Blum, Barbara	Deputy Administrator, EPA	7/23/79
Boyle, Patricia J. E.	U.S. District Judge, Eastern District of Michigan	3/3/77
Bowers, Shellie Fountain	Associate Judge, Superior Court, D.C.	9/22/78
Brown, June Gibbs	Inspector General, Interior	6/27/79
Burg, Mary Lou	Commissioner, Copyright Royalty Tribunal	5/10/79
Burns, Ellen B.	U.S. District Judge, District of Conn.	10/26/77
Butcher, Goler Teal	Assistant Administrator for Africa, AID	5/17/78
Cardenas, Blandina	Chief, Children's Bureau, HEW	6/15/77
Carney, Eliza Macaulay	Member, National Advisory Council on Women's Educational Programs	8/2/77
Chambers, Anne Cox	Ambassador to Belgium	8/7/78
Chayes, Antonia Handler	Assistant Secretary for Manpower, Reserve Affairs and Installations, Air Force	4/29/77
	Under Secretary, Air Force	7/21/77
Clark, Joan Margaret	Ambassador to Republic of Malta	7/23/79
Clark, Mamie P.	Member, National Museum Services Board	3/21/79
Clauss, Carin Ann	Solicitor of Labor	12/6/77
Claybrook, Joan Buckler	Administrator, National Highway Traffic Safety Administration	3/9/77
Clusen, Ruth C.	Assistant Secretary for Environment, Energy	4/6/77
Conlin, Roxanne Barton	U.S. Attorney, Southern District of Iowa	8/25/78
Craig, Lois A.	Member, Board of Directors, National Institute of Building Sciences	10/7/77
Danner, Patsy Ann	Federal Co-chairman, Ozarks Regional Commission	4/10/79
Davenport, Joan Mariarenee	Assistant Secretary for Energy and Minerals, Interior	7/1/77
Davidson, Evelyn T.	Superintendent of the Mint, Denver	4/20/77
Dees, Maureen	Member, National Council on the Arts	3/15/78
Derian, Patricia M.	Coordinator for Human Rights and Humanitarian Affairs, State	4/3/78
Dobelle, Edith Huntington Jones	Ambassador and Chief of Protocol	6/7/77
Dorsey, Fannie B.	Member, Federal Council on the Aging	9/13/78
Esquer, Cecilia Denogean	Member, Board of Directors, Legal Services Corporation	6/28/78
Evans, Orinda D.	U.S. District Judge, Northern District of Ga.	3/20/78
Falco, K. Mathea	Assistant Secretary for International Narcotics Matters, State	7/23/79
Ferre, Sister M. Isolina	Member, National Advisory Council on Women's Educational Programs	2/5/79
Ferst, Charlotte	Member, National Museum Services Board	5/16/79
Foreman, Carol Tucker	Member, Board of Directors, Commodity Credit Corporation	12/6/77
	Assistant Secretary for Food and Consumer Affairs, Agriculture	3/24/77
Fraser, Leila	Alternate Representative to the 20th Session of the General Conference on UNESCO	3/24/77
Friedl, Ernestine	Member, National Science Board, National Science Foundation	10/11/78
Garcia, Frances	Commissioner, Copyright Royalty Tribunal	5/14/79
Goldman, Patricia A.	Member, National Transportation Safety Board	10/26/77
Graham, Patricia	Director, National Institute of Education, HEW	6/5/79
Green, Joyce Hens	U.S. District Judge, District of D.C.	8/3/77
		5/10/79

Name	Position	Date Confirmed
Gross, Joan Helene	Member, National Commission on Libraries and Information Science	8/7/78
Gunn, Gladys	Member, National Advisory Council on Women's Educational Programs	8/7/78
Hackel, Stella B.	Director of the Mint	11/4/77
Harris, Patricia Roberts	Secretary of HUD	1/20/77
	Secretary of HEW	7/27/79
Hauser, Rita E.	Member, Board for International Broadcasting	3/1/78
Herman, Alexis M.	Director, Women's Bureau, Labor	3/18/77
Hoffman, Ellen Sherry	Member, National Advisory Council on Women's Educational Programs	8/7/78
Howe, Kay	Member, National Council on the Humanities	5/16/79
Humphrey, Kathleen Elaine	Member, National Advisory Council on Women's Educational Programs	8/7/78
Ilchman, Alice Stone	Assistant Secretary for Educational and Cultural Affairs, State	3/17/78
	Associate Director, International Communication Agency	3/17/78
Jaramillo, Mari-Luci	Ambassador to Honduras	9/15/77
Jimenez, Gloria Cusumano	Administrator, Federal Insurance Administration, HUD	3/9/78
Johnson, Marilyn Priscilla	Ambassador to Republic of Togo	9/22/78
Jones, Anne P.	Commissioner, Federal Communications Commission	3/21/79
Jones, Clara Stanton	Member, National Commission of Libraries and Information Science	8/7/78
Joseph, Geri M.	Ambassador to The Netherlands	7/14/78
Kamm, Linda	General Counsel, DOT	2/11/77
Kanuk, Leslie Lazar	Commissioner, Federal Maritime Commission	4/19/78
Karmel, Roberta S.	Commissioner, Securities and Exchange Commission	9/22/77
Kaslow, Audrey A.	San Francisco Regional Commissioner, Parole Commission	11/15/77
Kearse, Amalya L.	Judge, U.S. Court of Appeals for the 2nd Circuit	6/19/79
Kenney, Sandra R.	Member, U.S. Metric Board	3/21/78
Kessler, Gladys	Associate Judge, Superior Court, D.C.	5/5/77
Kessler, Joan F.	U.S. Attorney, Eastern District of Wis.	4/6/78
Kimche, Leila I.	Director, Institute of Museum Services	12/15/77
King, Coretta Scott	Representative to the 32nd Session of the U.N. General Assembly	9/21/77
King, Mary Elizabeth	Deputy Director, ACTION	3/2/77
King, Susan Bennett	Commissioner, Consumer Product Safety Commission	2/28/78
Knowles, Marjorie Fine	Inspector General, Labor	5/10/79
Kravitch, Phyllis A.	Judge, U.S. Court of Appeals for the 5th Circuit	3/21/79
Kreps, Juanita M.	Secretary of Commerce	1/20/77
Krim, Mathilde	Alternate Representative to the 20th Session of the General Conference on UNESCO	10/11/78
Levesque, Anna Doyle	Member, National Advisory Council on Women's Educational Programs	5/16/79
Levin, Betsy	Member, National Council on Education Research	8/7/78
Lewis, Jean Price	Assistant Administrator for Legislative Affairs, AID	6/7/77
Leyland, Mary Frances Cahill	Assistant Director for Administration and Finance, ACTION	9/15/77
Lowe, Mary Johnson	U.S. District Judge, Southern District of N.Y.	6/23/78
Marshall, Mary A.	Member, Federal Council on the Aging	6/28/78
Martindell, Anne Clark	Ambassador to New Zealand and Western Samoa	6/27/79
Martinez, Arabella	Assistant Secretary for Human Development Services, HEW	3/23/77
McCarty, Virginia Dill	U.S. Attorney, Southern District of Indiana	6/16/77
McDonald, Gabrielle Anne Kirk	U.S. District Judge, Southern District of Texas	5/10/79
McKee, Jean	Member, U.S. Advisory Commission on International Communications, Culture, and Education Affairs	6/27/79
Merritt, Doris H.	Member, Board of Regents, National Library of Medicine	3/20/78
Miller, Anita	Member, Federal Home Loan Bank Board	4/25/78
Miller, Anita M.	Member, Board of Trustees, Harry S Truman Scholarship Foundation	6/23/78
Miller, Joyce D.	Member, U.S. Metric Board	3/21/78
Mink, Patsy T.	Assistant Secretary for Oceans and International Environmental and Scientific Affairs, State	3/23/77
Mondale, Joan	Member, National Museum Services Board	12/6/77
Moore, Bessie Boehm	Member, National Commission on Libraries and Information Science	5/9/79
Morton, Azie Taylor	Treasurer of the United States	8/2/77
Naftalin, Frances Healy	Member, National Commission on Libraries and Information Science	8/7/78
Nease, Marian Pearlman	Member, Federal Mine Safety and Health Review Commission	8/25/78
Negley, Nancy	Member, National Museum Services Board	12/6/77
Neugarten, Bernice L.	Member, Federal Council on the Aging	6/28/78
Nolan, Kathleen	Member, Board of Directors, Corporation for Public Broadcasting	7/13/79
Norton, Eleanor Holmes	Chairman, Equal Employment Opportunity Commission	5/27/77
Norton, Mary Beth	Member, National Council on the Humanities	5/16/79
Norwood, Janet L.	Commissioner of Labor Statistics, Labor	5/16/79
Olivarez, Graciela	Director, Community Services Administration	4/28/77
Olmsted, Mary S.	Ambassador to the Solomon Islands	8/25/78
Ordin, Andrea M. Sheridan	U.S. Attorney, Central District of Calif.	10/10/77
Ostrander, Nancy	Ambassador to Republic of Surinam	5/24/78

Name	Position	Date Confirmed
Payton, Carolyn R.	Associate Director, ACTION	10/7/77
	Director of Peace Corps	10/12/77
Pfaelzer, Mariana R.	Member, Board of Directors, Inter-American Foundation	5/24/78
Pfeiffer, Jane Cahill	U.S. District Judge, Central District of Calif.	9/22/78
	Member, General Advisory Committee of U.S. Arms Control and Disarmament Agency	10/11/78
Porter, Elsa Allgood	Assistant Secretary for Administration, Commerce	4/27/77
Poston, Ersal H.	Commissioner, Civil Service Commission	6/15/77
Power, Sarah G.	Representative to the 20th Session of the General Conference on UNESCO	10/11/78
Prokop, Ruth T.	General Counsel, HUD	4/29/77
	Chairman, Merit Systems Protection Board	6/27/79
Rambo, Sylvia H.	U.S. District Judge, Middle District of Pa.	7/23/79
Randall, Carolyn D.	Judge, U.S. Court of Appeals for the 5th Circuit	7/12/79
Read, Sister Joel	Member, National Council on the Humanities	5/16/79
Ridgway, Rozanne L.	Ambassador to Finland	5/25/77
Ritter, Patricia K.	Member, Board of Directors, National Corporation for Housing Partnerships	10/14/78
	U.S. District Judge, Northern District of Texas	5/24/79
Robinson, Mary Lou	Member, Board of Directors, Corporation for Public Broadcasting	10/19/77
Rockefeller, Sharon P.	Member, Board of Directors, Legal Services Corporation	3/20/78
Rodham, Hillary Diane	Assistant Administrator, Economic Regulatory Administration, Energy	8/4/77
Rollins, Hazel R.	U.S. District Judge, Eastern and Western Districts of Ark.	11/1/77
Roy, Elsi Jane Trimble	Member, National Advisory Council on Women's Educational Programs	8/7/78
Sandler, Bernice	Member, Civil Aeronautics Board	9/13/78
Schaffer, Gloria	Assistant Secretary for Policy Development and Research, HUD	4/7/77
Shalala, Donna Edna	Assistant Secretary for Public Affairs, HEW	3/29/77
Shanahan, Eileen	U.S. District Judge, Eastern District of Pa.	8/10/78
Shapiro, Norma Levy	Commissioner, Federal Power Commission	8/4/77
Sheldon, Georgiana H.	Commissioner, Federal Energy Regulatory Commission	10/20/77
	Ambassador to Barbados, Grenada, Dominica and Saint Lucia	5/16/79
Shelton, Sally Angela	Member, Board of Directors, Legal Services Corporation	5/2/79
Shump, Ramona Toledo	General Counsel, Defense Dept.	4/25/77
Siemer, Deanne C.	Commissioner, Consumer Product Safety Commission	2/28/78
Sloan, Edith Barksdale	Judge, U.S. Court of Appeals for the 3rd Circuit	6/19/79
Sloviter, Dolores Korman	Ambassador to the United Republic of Cameroon	5/9/77
Smythe, Mabel Murphy	Member, Board of Directors, Corp. for Public Broadcasting	10/20/77
Sorenson, Gillian	Member, U.S. Metric Board	3/21/78
St. Marie, Satenig S.	Alternate Representative to the 33rd Session of the U.N. General Assembly	9/22/78
Stahl, Angelique O.	Commissioner, International Trade Commission	9/27/78
Stern, Paula	Member, National Council on Education Research	8/7/78
Stimpson, Catharine C.	Member, U.S. Advisory Commission on International Communication, Culture and Education Affairs	6/27/79
Talley, Mae Sue	Associate Judge, Superior Court, D.C.	6/27/79
Taylor, Harriet Rosen	Member, Board of Governors, Federal Reserve System	9/15/78
Teeters, Nancy Hays	Assistant Director, Office of Policy and Planning, ACTION	9/15/77
Tinker, Irene	Member, Board of Directors, Communications Satellite Corporation	3/21/79
Tobin, Joan Fleischmann	Member, National Advisory Council on Women's Educational Programs	5/16/79
Vance, Susan Margaret	Associate Judge, Superior Court, D.C.	5/5/77
Wagner, Annice McBryde	Assistant Attorney General, Justice	3/4/77
Wald, Patricia M.	Judge, U.S. Court of Appeals for the D.C. Circuit	7/24/79
	Assistant Secretary for Conservation and Solar Applications, Energy	7/26/78
Walden, Omi Gail	Administrator, Bureau of Security and Consular Affairs, State	4/6/77
Watson, Barbara M.	General Counsel, Agriculture	8/3/77
Weddington, Sarah	Ambassador and Representative on Economic and Social Council of the U.N.	6/7/77
Wells, Melissa F.	Alternate Representative to the 32nd Session of the U.N. General Assembly	9/21/77
	Alternate Representative to the 33rd Session of the U.N. General Assembly	9/22/78
	Ambassador and Coordinator of U.S. Preparations for U.N. Conference on Science and Technology for Development	7/28/77
Wilkowski, Jean M.	Member, National Commission on Employment and Unemployment Statistics	3/20/78
	Member, General Advisory Committee of U.S. Arms Control and Disarmament Agency	3/1/78
Wills, Joan Lawson	Chairman, National Credit Union Board	9/22/77
Wilson, Margaret Bush	Member, National Council on the Arts	5/9/79
	Member, Board of Directors, Legal Services Corporation	3/20/78
Woods, Eloise A.	Member, Joint Federal-State Land Use Planning Commission for Alaska	6/30/77
Woods, Jessie A.	Member, National Council on the Arts	5/9/79
Worthy, Josephine Marie	Member, Council on Environmental Quality	8/18/78
Wunnicke, Esther Crane	Member, National Council on the Humanities	5/16/79
Wyman, Rosalind W.	U.S. District Judge, District of Mass.	3/21/79
Yarn, Jane Hurt		
Zimmerman, Harriet Morse		
Zobel, Rya W.		

Reagan

Name	Position	Date Confirmed
Adams, Elizabeth Helms	Member, National Museum Services Board	10/1/82
Ahmad, Sharon Erdkamp	Ambassador to The Gambia	9/29/82
Aikens, Joan D.	Commissioner, Federal Elections Commission	7/1/82
	Commissioner, Federal Elections Commission	7/29/83
Algood, Alice Wright	Member, National Museum Services Board	10/1/82
Annenberg, Leonore	Ambassador and Chief of Protocol	5/5/81
Arndt, Mary Jo	Member, National Advisory Council on Women's Educational Programs	7/13/82
Arnold, Margaret Long	Member, Federal Council on the Aging	3/31/82
Attard, Adelaide	Member, Federal Council on the Aging	3/31/82
Badham, Anne Carroll	Member, National Museum Services Board	10/1/82
Bailey, Pamela Needham	Assistant Secretary for Public Affairs, HHS	6/1/81
Barker, Sarah Evans	U.S. Attorney, Southern District of Ind.	7/15/81
Barton, Nelda Ann Lambert	Member, Federal Council on the Aging	3/31/82
Bennett, Kathleen M.	Assistant Administrator for Air, Noise and Radiation, EPA	7/31/81
Bloch, Julia Chang	Assistant Administrator for Food for Peace and Voluntary Assistance, AID	7/29/81
Bodwell, Marge	Member, National Advisory Council on Women's Educational Programs	7/13/82
Bogosian, Edna	Member, Federal Council on the Aging	3/31/82
Brake, Betty H.	Deputy Director, ACTION	12/21/82
Brown, June Gibbs	Inspector General, NASA	7/17/81
Buchanan, Angela M.	Treasurer of the United States	3/17/81
Burkhart, Elizabeth Flores	Member, National Credit Union Administration	7/20/82
Clark, Joan M.	Director General, Foreign Service, State	7/24/81
Cohen, Mary Ann	Judge, U.S. Tax Court	8/16/82
Cole-Alexander, Lenora	Director, Women's Bureau, Labor	10/26/81
Collyer, Rosemary M.	Member, Federal Mine Safety and Health Review Commission	10/26/81
Conable, Charlotte W.	Member, Federal Council on the Aging	3/31/82
Connor, Judith T.	Assistant Secretary for Policy and International Affairs, Transportation	3/10/81
Coon, Jane Abel	Ambassador to Bangladesh	6/25/81
Cordoba, Betty Ann Gault	Member, National Advisory Council on Women's Educational Programs	7/13/82
Cornelius, Loretta	Deputy Director, Office of Personnel Management	9/29/81
Daniel, Margaret Truman	Member, Board of Trustees, Harry S Truman Scholarship Foundation	12/21/82
Dawson, Mary Ann Weyforth	Commissioner, Federal Communications Commission	6/4/81
Dennis, Patricia Diaz	Member, National Labor Relations Board	4/15/83
Dinkins, Carol E.	Assistant Attorney General, Justice	4/2/81
	Member, Board of Directors, National Consumer Cooperative Bank	7/13/81
Dole, Elizabeth Hanford	Secretary of Transportation	2/1/83
Dollinger, Lilli K.	Member, National Advisory Council on Women's Educational Programs	7/13/82
Douglas, Rosslee Green	Director, Office of Minority Economic Impact, Energy	5/14/81
du Pont, Elise R. W.	Assistant Administrator, Bureau for Private Enterprise, AID	7/29/81
Dusenberry, Katie	Member, Federal Council on the Aging	3/31/82
Elliott, Eleanor Thomas	Member, National Advisory Council on Women's Educational Programs	7/1/82
Elliott, Lee Ann	Commissioner, Federal Elections Commission	7/12/82
Evans, Diana Powers	Member, National Advisory Council on Women's Educational Programs	4/13/83
Evans, Faith P.	U.S. Marshal, District of Hawaii	8/5/82
Ford, W. Antoinette	Assistant Administrator for the Near East, AID	7/29/81
Gerard, Jean Broward Shevlin	Ambassador and Permanent Representative to UNESCO	11/6/81
Gibbons, Julia Smith	U.S. District Judge, Western District of Tenn.	6/6/83
Gjurchich, Gilda Bojorquez	Member, National Advisory Council on Women's Educational Programs	7/13/82
Gorsuch, Ann McGill	Administrator, EPA	5/5/81
Gradison, Heather J.	Commissioner, Interstate Commerce Commission	6/16/82
Graham, Anne	Assistant Secretary for Legislative and Public Affairs, Education	7/28/81
Haffner, Ann Duncan	Member, National Museum Services Board	10/1/82
Haggart, Veronica A.	Member, International Trade Commission	3/8/82
Hall, Cynthia Holcomb	U.S. District Judge, Central District of Calif.	11/18/81
Hardy, Dorcas R.	Assistant Secretary for Human Development Services, HHS	5/4/81
Hashim, Elinor M.	Member, National Commission on Libraries and Information Science	10/1/82
Hay, Gloria Ann	Member, Board of Trustees, Harry S Truman Scholarship Foundation	12/21/82
Hearne, Donna Helene	Member, National Council on Education Research	12/21/82
Heckler, Margaret M.	Secretary of HHS	3/3/83
Herrington, Lois H.	Assistant Attorney General, Office of Justice Assistance, Research and Response, Justice	6/22/83
Hesse, Martha O.	Assistant Secretary for Management and Administration, Energy	12/8/82
Himmelfarb, Gertrude	Member, National Council on the Humanities	7/28/82
Holm, Celeste	Member, National Council on the Arts	12/21/82
Hume, Caroline H.	Member, National Museum Services Board	12/10/82
Hussey, Nora Walsh	Superintendent of the Mint, Denver	7/24/81
Jarratt, Mary Claiborne	Assistant Secretary for Food and Consumer Services, Agriculture	5/19/81
	Member, Board of Directors, Commodity Credit Corporation	6/10/81
Johnson, Maria Lucia	Member, Merit Systems Protection Board	5/6/83
Jones, Elizabeth	Engraver of the Mint, Philadelphia	9/29/81

Name	Position	Date Confirmed
Kirkpatrick, Jeane J.	Ambassador and Representative to the U.N.	1/29/81
	Representative to the 36th Session of the U.N. General Assembly	11/16/81
	Representative to 12th Spec. Sess. of the U.N. General Assembly on Disarmament	6/16/82
	Representative to the 37th Session of the U.N. General Assembly	9/22/82
Koonce, Marian North	Member, National Council on the Handicapped	10/1/82
Kovachevich, Elizabeth A.	U.S. District Judge, Middle District of Fla.	3/4/82
Kram, Shirley Wohl	U.S. District Judge, Southern District of N.Y.	3/2/83
Lamont, Frances	Member, Federal Council on the Aging	3/31/82
Landau, Sonia	Member, Board of Directors, Corporation for Public Broadcasting	11/3/81
Lavelle, Rita M.	Assistant Administrator for Solid Waste and Emergency Response, EPA	3/31/82
Leier, Marcilyn D.	Member, National Advisory Council on Women's Educational Programs	7/13/82
MacDougall, Nanette Fabray	Member, National Council on the Handicapped	12/21/82
Mahone, Barbara Jean	Member, Federal Labor Relations Authority	3/7/83
Maloley, Nancy A.	Member, Council on Environmental Quality	7/26/82
Mansmann, Carol Los	U.S. District Judge, Western District of Pa.	3/18/82
McCoy, Janet J.	High Commissioner, Trust Territories of the Pacific Islands	12/3/81
McGraw, Onalee	Member, National Council on Education Research	12/21/82
McLaughlin, Ann Dore	Assistant Secretary for Public Affairs, Treasury	6/19/81
Morales, Diane Kay	Member, Civil Aeronautics Board	12/16/82
Moss, Judith D.	Member, National Advisory Council on Women's Educational Programs	7/13/82
Muhler, Marie Sheehan	Member, National Advisory Council on Women's Educational Programs	7/13/82
Munsell, Elsie L.	U.S. Attorney, Eastern District of Va.	11/10/81
Nettesheim, Christine Cook	Judge, U.S. Claims Court	12/10/82
Norwood, Janet L.	Commissioner of Labor Statistics, Labor	6/10/83
Oblinger, Josephine K.	Member, Federal Council on the Aging	3/31/82
O'Connor, Sandra Day	Associate Justice, U.S. Supreme Court	9/21/81
Ortega, Katherine D.	Commissioner, Copyright Royalty Tribunal	12/10/82
Parrino, Sandra Swift	Member, National Council on the Handicapped	10/1/82
Pavilack, Carol McGrew	Commissioner, Parole Commission	2/23/83
Pettis, Shirley N.	Member, General Advisory Committee of U.S. Arms Control and Disarmament Agency	9/22/82
Phillips, Jacqueline L.	Alternate Federal Co-chairman, Appalachian Regional Commission	9/24/82
Phillips, Susan Meredith	Commissioner, Commodity Futures Trading Commission	10/27/81
Pizzano, Winifred Ann	Deputy Director, ACTION	8/9/81
	Federal Co-chairman, Appalachian Regional Commission	9/24/82
Pope, Donna	Director of the Mint	7/13/81
Pullen, Penny	Member, National Council on Education Research	12/21/82
Ricardo-Campbell, Rita	Member, National Council on the Humanities	7/28/82
Ridgway, Rozanne L.	Ambassador to the German Democratic Republic	9/22/82
Riley, Virginia L.	Associate Judge, Superior Court, D.C.	12/16/82
Robinson, Irene Renee	Member, National Advisory Council on Women's Educational Programs	7/13/82
Rockefeller, Sharon P.	Member, Board of Directors, Corporation for Public Broadcasting	2/16/83
Rodriguez, Rita M.	Member, Board of Directors, Export-Import Bank of the United States	10/1/82
Rogers, Judith W.	Associate Judge, D.C. Court of Appeals	8/3/83
Rolfe, Judy F.	Member, National Advisory Council on Women's Educational Programs	7/13/82
Rooks, Eleanor Knee	Member, National Advisory Council on Women's Educational Programs	7/13/82
Roosevelt, Selwa	Ambassador and Chief of Protocol	5/10/82
Ruppe, Loret M.	Director, Peace Corps	5/7/81
Russell, Edna Bonn	Member, Federal Council on the Aging	3/31/82
Rymer, Pamela Ann	U.S. District Judge, Central District of Calif.	2/23/83
Schadler, Elaine Y.	Member, National Council on Education Research	12/21/82
Schafer, M. Virginia	Ambassador to New Guinea and Solomon Islands	9/30/81
Scott, Harriet Fast	Member, General Advisory Committee of U.S. Arms Control and Disarmament Agency	9/22/82
Shattuck, Cathie A.	Commissioner, Equal Employment Opportunity Commission	3/2/82
Sheldon, Georgiana H.	Commissioner, Federal Energy Regulatory Commission	6/4/81
Shuh, Maria Pornaby	Member, National Advisory Council on Women's Educational Programs	7/13/82
Smith, Mary Louise	Commissioner, Civil Rights Commission	3/4/82
Steerts, Nancy Harvey	Chairman, Consumer Product Safety Commission	7/27/81
Tardy, Judith L.	Assistant Secretary for Administration, HUD	6/11/81
Thomas, Eunice S.	Member, National Advisory Council on Women's Educational Programs	7/13/82
Tinsley, Virginia Gillham	Member, National Advisory Council on Women's Educational Programs	7/13/82
Tolliver, Marie P.	Member, Commission on Aging, HHS	7/28/81
Tower, Lilla Burt Cummings	Director, Institute for Museum Services	12/10/81
Triplett, Arlene	Assistant Secretary for Administration, Commerce	5/4/81
Tufts, Jean	Assistant Secretary for Special Education and Rehabilitation Services, Education	10/26/81
Tyson, Dorothy J.	Member, National Museum Services Board	10/1/82
Valerio, Helen J.	Member, National Advisory Council on Women's Educational Programs	7/13/82
Vierra, Roxanne S.	Member, National Council on the Handicapped	10/1/82
von Damm, Helene A.	Ambassador to Austria	5/3/83
Weiseman, Mary F.	Inspector General, Small Business Administration	5/6/83
Whittlesey, Faith Ryan	Ambassador to Switzerland	9/25/81
Will, Madeleine C.	Assistant Secretary for Special Education and Rehabilitative Services, Education	6/28/83
Wu, Julia Li	Member, National Commission on Libraries and Information Science	12/21/82

WHITE HOUSE STAFFING MEMORANDUM

DATE: 9/16/83 ACTION/CONCURRENCE/COMMENT DUE BY: _____

SUBJECT: LETTER FROM WALTER MONDALE RE WOMEN'S EDUCATIONAL EQUITY ACT

	ACTION FYI			ACTION FYI	
VICE PRESIDENT	☐	☐	HERRINGTON	☐	☒
MEESE	☐	☒	HICKEY	☐	☐
BAKER	☐	☒	JENKINS	☐	☐
DEAVER	☒	☐	McMANUS	☐	☒
STOCKMAN	☐	☐	MURPHY	☐	☐
CLARK	☐	☐	ROGERS	☐	☐
DARMAN	☐	☒	ROLLINS	☐	☒
DUBERSTEIN	☐	☒	SPEAKES	☐	☒
FELDSTEIN	☐	☐	SVAHN	☐	☐
FIELDING	☐	☐	VERSTANDIG	☐	☐
FULLER	☐	☐	WHITTLESEY	☐	☒
GERGEN	☐	☒	_____	☐	☐

REMARKS:

RESPONSE:

Richard G. Darman
Assistant to the President
Ext. 2702

WALTER F. MONDALE

2550 M STREET, N. W., SUITE 500
WASHINGTON, D. C. 20037

September 15, 1983

President Ronald Reagan
The White House
Washington, D. C. 20500

Dear Mr. President:

I fought hard for the creation of the Women's Educational Equity Act, and will not stand idly by as your Administration methodically dismantles it.

As a member of the United States Senate in 1974, I was proud to be the author and sponsor of WEEA, a program whose goal is to extend to every American woman the opportunity to pursue an education and career regardless of her race, color, creed, age, or handicapped status. The House sponsor of the Act, former Congresswoman Patsy Mink, worked with me in preparing this legislation, and it was signed into law by President Nixon in 1974.

Your Administration has employed every conceivable device to undermine and virtually abolish this essential program. It has twice tried to eliminate WEEA's funding. And when efforts to bankrupt the program crumbled under Congressional scrutiny and public outcry, your Administration set out to dismantle WEEA's staff. Your plan, scheduled to go into effect on Friday, September 16, will cripple, if not destroy, the program's ability to execute its statutory mandate: "To provide educational equity for women in the United States."

I urge you to reevaluate your position on WEEA and to suspend your efforts to sabotage the

Act and the needs and concerns of women. I join today with millions of American women and men in expressing outrage and dismay at your assault on the principles of equity and opportunity that all Americans hold dear.

Sincerely,


Walter F. Mondale

2:00

THE WHITE HOUSE

WASHINGTON

September 7, 1983

CABINET COUNCIL ON LEGAL POLICY MEETING

DATE: SEPTEMBER 8, 1983

LOCATION: Cabinet Room

TIME: 2:00 (60 minutes)

FROM: Craig L. Fuller

CF

I PURPOSE

To review the Third Quarterly Report of the Attorney General on Legal Equity For Women, and to decide upon implementation options proposed by the Cabinet Council on Legal Policy in light of the findings of the report.

II BACKGROUND

The Third Quarterly Report of the Attorney General on Legal Equity for Women is the product of a computer search of the U.S. Code that used key words to flag laws that contained gender distinctions. Barbara Honeggar was involved in the computer search aspect of the report's preparation.

The study took one year to perform and was submitted to the Office of Cabinet Affairs on July 14, 1983.

The report is the third in a series of four reports called for in Executive Order 12336, which directed the Attorney General to review Federal laws and regulations and identify language that unjustifiably discriminates against women on the basis of sex.

Review of the findings of the Justice Department study has been completed by OMB and the Cabinet Council on Legal Policy. Their recommendations for your consideration during the meeting are attached.

III PARTICIPANTS

Members of the Cabinet.

IV PRESS PLAN

None.

V SEQUENCE OF EVENTS

At 2:00 P.M. you will convene the meeting and offer brief remarks.

Attorney General Smith is prepared to direct the remained of the meetings agenda.

LATHAM, WATKINS & HILLS

ATTORNEYS AT LAW

1333 NEW HAMPSHIRE AVENUE, N. W.

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September 15, 1983

TO: The Honorable James A. Baker, III
Chief of Staff and Assistant to the President

The Honorable Michael K. Deaver
Assistant to the President and Deputy Chief of Staff

FROM: Carla A. Hills

RE: Women's Issues

CSH

Problem

There is a widely held perception among too many women that the current administration is not supporting and in fact in some instances is working against many issues that deeply concern a large number of women.

Women's Concerns

No doubt one could list scores of reasons why some women oppose this administration: the President's strong defense policy may offend some and his efforts to cut public expenditures may offend others. The following list, however, focuses on issues which are more closely identified with "women's concerns."

1. Opposition to the Equal Rights Amendment and Support for a "Right to Life" Constitutional Amendment.

Well organized and sizeable women's groups have existed to support the Equal Rights Amendment and/or to oppose a "Right to Life" effort. While the groups are separate, some have overlapping membership. The heat and perhaps the heart of the women's opposition to the administration may well stem from the positions taken on these two issues early on.

2. Failure to Appoint Sufficient Women to High Position.

Obviously the administration has made some enormously important positions available to women. But the Reagan Cabinet was announced in 1981 with great media coverage with fewer women than had served in the Cabinet of President Carter. Perceptions are difficult to correct. And, because there is less visibility to sub-cabinet positions, a dispute exists as to the number of "important" jobs this administration has given women as compared to that of its predecessors.

3. Title IX.

Recently the Department of Justice narrowed its interpretation of Title IX. The Education Department has done likewise. The position they now espouse is more restrictive than that expressed by Secretary Weinberger at HEW during the Nixon administration or by officials in the Ford administration. The issue is relatively new, but it is already causing deep resentment in bi-partisan women's groups that focus on women's rights and could become quite significant when the Supreme Court hears argument on the issue this term.

4. The Fifty State Effort.

In announcing its opposition to the Equal Rights Amendment, the administration stated that there was a better way: a thorough review, state by state, of the laws and regulations that discriminate against women. There is a widely held perception, fueled by recent television and press interviews, that this effort has been shallow.

5. Failure to Push Various Legislative Initiatives such as Pension Reform, Day Care and IRAs.

A number of organized women's groups, as well as the Republican women in Congress, have made a priority of the passage of certain legislative initiatives affecting women's economic relationships. The initiatives include pension reform, day care, IRAs, incentives to encourage enforcement of child support payments and insurance reform. Although the administration has apparently indicated that it will support the pension reform bill in the Senate, it has not taken a strong public stand on the issue. On the other issues it has not indicated support. The reaction of the women favoring passage of one or more of these legislative initiatives ranges from disappointment to bitter resentment.

6. "The Men's Club Image."

Some women, particularly professional women (an ever-increasing group), resent the existence of all-male enclaves like downtown clubs and restricted golf clubs. They believe that success in business is enhanced by access to such meeting places. To the extent that this administration is identified with such places, it suffers in the eyes of this group.

7. Perceived "Sexism" by Persons Connected with the Administration.

There are a number of symbols of "women's rights" that can cause strong reactions when they are not observed. Almost any comment about women per se can seem condescending or insensitive if the listener is looking for slights. Nonetheless, in an election year, careless use of words or unintended slights can be devastating.

Premises for Action

A few guiding principles. First, it is well to avoid the defensive position. Far better to stake out the administration's position on a substantive issue before it is attacked for failure to do so. The announced decision to examine laws for hints of discrimination was a "good" position.

Second, whatever effort you decide to make now should be and appear to be substantive and long lasting.

Third, it is a waste of time to seek approval from those who will not yield. The "right to life" issue, for example, has its supporters and those who oppose. No argument will change their respective positions. If it is a major issue next year, some women's votes will be beyond recall.

Lastly, your time frame is probably six months. Reasonable women will have their ears open on most issues until spring. But, after that, opinions will harden, and it will be very difficult to change minds.

Options

1. White House Position

Place someone who is highly regarded at a senior staff level in the White House.

Pros: - Appearance of concern.

- Person could possibly initiate legislation or other efforts to assist women

- Good position to track language and symbols. Could condition White House personnel to what sounds "good" and what sounds "bad."
- Cons: - Difficult to find real substantive opportunities in the White House.
- Appointment may look "too political" at this juncture and reduce appointee's capacity to work effectively with women's groups.
- Appointment may have too little substance to secure acceptance even in the White House. Unless this assignment is coupled with other responsibilities, it would be difficult to contribute meaningfully at senior staff meetings with such a narrow portfolio.
- "Language" consultant could be secured at a lower level if person selected is respected and supported by senior staff.

Recommendation

Unless there is room for another senior counselor or Counsel to the President, like an Anne Wexler or a Lloyd Cutler in the Carter administration, who could carry a broader portfolio, I would not recommend using a cabinet-level appointment to deal with this issue.

2. Audit Committee

Name a small committee of 3 to 5 persons of substantial reputation to assure effective fulfillment of the President's promises to date and to direct action to be taken in the future.

- Pros: - Prestigious persons could be selected to serve on the committee whose names would add both credibility and luster to the effort.
- Designation of such a group would be consistent with the President's use of advisers from the private sector.
- Such a small group might be helpful in defusing the antagonism building on such issues as Title IX. For example, the chairman might meet quietly with a few college presidents, such as Don Kennedy of Stanford University, to devise a regulatory approach

that would be acceptable to all parties affected. This effort might enable the administration to develop an initiative that would defuse a potentially very difficult issue.

- White House staff support would probably be adequate.
- The audit committee could work with larger groups (e.g., task force) or outside groups (e.g., Governor's Conference).

- Cons:
- Although constructive candidates could be selected, they would require more independence than is sometimes expected in the appointment of commissions.
 - Appointments may look "political," but perhaps less so than a single person working from inside the White House.

Recommendation

If the right people were selected, this rather novel approach borrowed from corporate governance could provide a monitoring and directing force of considerable and positive visibility.

3. Task Force

A larger and more geographically diverse group could be appointed to review a number of broader issues such as (1) a review of state laws for discriminatory effects; (2) a review of federal employment to determine whether equal pay is afforded for roughly equivalent work; (3) a study of data gathered nationally to identify artificial barriers, if any, to equal opportunities for women. The task force could call upon professional associations representing business, finance and law, as well as professional schools to provide data to document areas of progress for the ever growing pool of trained women in this country as well as impediments to their progress.

- Pros:
- A geographically spread group could highlight in every region of the country the administration's concern and could come across as a very positive Presidential initiative.

- If bi-partisan, fairness could be established and cynicism regarding the timing of the effort reduced.
- Positive results are reasonably predictable from the objective and the demographic nature of the assignments. As in the Annual Housing Survey, the mission would be to find the facts.
- Strong, experienced group could produce a report that could be useful to the President.

- Cons:
- Already an abundance of task forces exists, and they are not without cost.
 - Although a longer period would be required to develop remedies, the facts assembled may tend to support specific legislative initiatives already developed or being developed by others. The administration may not be willing to take a position on a given initiative and thus be perceived as negative.
 - For a task force of this description to be effective, substantial staff support would be required.
 - There might be some concern as to whether such a group could be specific enough to meet the present depth of concern.
 - The size of the group required for geographic representation might prove unwieldy and decrease the chances that the report would be substantive.

Recommendation

The task force could demonstrate positive action by the administration.

Conclusion

It seems to me that some combination of efforts should be attempted. The options described primarily provide a framework for our future discussions. They are neither mutually exclusive nor are they the only steps that could be taken in an effort to generate meaningful good will by spring. The effectiveness of the outcome will depend in part on the experience and motivation of the people selected. I believe that I can suggest

candidates who would be constructive. The effort would also be helped measurably if the administration could support some legislative initiative on one or more of the current issues affecting women.