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FINAL

HUD WOMEN'S WEEK
L'ENFANT PLAZA
DECEMBER 18, 1975

THE INSCRIPTION AT THE ENTRANCE TO THE NATIONAL ARCHIVES TELLS US THAT "THE PAST IS PROLOGUE."

AND SO IT IS IN THE WORLD OF WORKING WOMEN.

FOR, WHAT WE CELEBRATE, AS WE OBSERVE HUD'S THIRD ANNUAL WOMEN'S WEEK, IS NOT ONLY THE OPPORTUNITY TO PURSUE MORE REWARDING CAREERS -- BUT THE PAST HISTORY OF "WOMEN'S WORK" THAT GIVES US SUCH "OPPORTUNITY" IN THE FIRST PLACE.

CERTAINLY, WE FEEL AT TIMES THAT WE ARE "BOXED IN" BY TOO MANY EXTERNAL PROBLEMS -- AND THAT THE "OPPORTUNITY" FOR ADVANCEMENT IS MORE TALK THAN FACT.

WHEN YOU GET RIGHT DOWN TO CASES, IT IS UNDOUBTEDLY THE HARD REALITIES OF YOUR OWN PERSONAL SITUATION THAT GOVERN THE WAY YOU THINK ABOUT YOUR JOB, YOUR FAMILY -- AND YOUR OWN PROSPECTS FOR THE FUTURE IN BOTH CATEGORIES.



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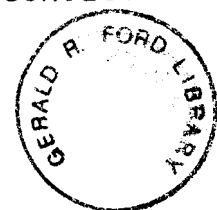
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AND, IN THAT LIGHT, IT IS SOMETIMES DIFFICULT TO SEE WHERE THE HISTORY OF WOMEN'S ACHIEVEMENTS MAKES ONE BIT OF DIFFERENCE AS FAR AS YOU, PERSONALLY, ARE CONCERNED. BUT I THINK IT IS HELPFUL TO LOOK AT YOUR OPPORTUNITIES AT HUD TODAY IN CONTEXT OF WHAT HAS GONE BEFORE.

TO BEGIN WITH, THE ESSENTIAL WORK IN THE TRENCHES, DONE BY GENERATIONS OF WOMEN WHO PRECEDED US, DOES RELATE TO US, PERSONALLY.

WE CAN COUNT THAT RELATIONSHIP, NOT ONLY IN THE BARRIERS OUR PREDECESSORS HAVE CLEARED AWAY FOR US, BUT IN THE MOUNTING HISTORY OF PROOF THAT WOMEN CAN ACHIEVE THEIR HIGHEST GOALS NO MATTER WHAT THE ODDS.

WOMEN HAVE MOVED FROM "NOWHERE" TO "PROMINENCE" IN SCIENCE, BUSINESS, ARTS AND THE PROFESSIONS THROUGH MANY DARK YEARS OF PREJUDICE.

AND THAT'S SOMETHING NOBODY CAN PUT DOWN AS "TALK" -- BECAUSE IT'S BASED ON STATISTICAL "FACT".



AND, THE HISTORY OF "WOMEN'S ACHIEVEMENTS" ALSO TELLS US ANOTHER IMPORTANT THING -- TO WHICH EVERY WORKING WOMAN CERTAINLY CAN RELATE. YOU KNOW YOU ARE CAPABLE OF ADVANCEMENT. BUT IT IS A SLOW, HARD PROCESS.

FOR WHAT YOU ARE UP AGAINST IS THE SAME KIND OF "TRENCH WORK" THAT CONQUERED THE BARRIERS FOR ALL WOMEN, ONE BY ONE OVER THE YEARS.

AND, WHILE YOU MAY NOT THINK ABOUT IT -- OR EVEN HAVE TIME TO THINK ABOUT IT -- AS YOU ENLARGE YOUR OWN HORIZONS, YOU WILL BE DOING THE SAME JOB FOR THE YOUNG WOMEN WHO WILL FOLLOW YOU AS YOUR OWN PREDECESSORS DID FOR YOU.

AT HUD, THE GROUNDWORK HAS BEEN LAID IN MANY INSTANCES BY WOMEN FOR THE OPPORTUNITIES YOU HAVE AHEAD.

THE AIM OF HUD'S FIRST WOMEN'S WEEK IN DECEMBER 1973, WAS TO MAKE EVERY WOMAN AT HUD AWARE OF THE FEDERAL WOMEN'S PROGRAM AND TO HEIGHTEN INTEREST IN DEVELOPING PRACTICAL IDEAS FOR IMPROVING CAPABILITIES FOR ADVANCEMENT.



IN APRIL OF 1974, HUD ESTABLISHED ITS UPWARD MOBILITY PROGRAM -- SPECIFICALLY DESIGNED TO DEVELOP AND TRAIN WOMEN FOR HIGHER POSITIONS IN SIMILAR OR DIFFERENT OCCUPATIONAL PURSUITS.

THE SIGNIFICANT FEATURE OF THE PROGRAM, IS THE UPWARD MOBILITY TRAINING AGREEMENT -- IN WHICH THE EMPLOYEE DOESN'T HAVE TO MEET CIVIL SERVICE STANDARDS IN ORDER TO QUALIFY FOR SELECTION AS A TRAINEE FOR A PARTICULAR POSITION.

THE CRITERION FOR COMPETITIVE SELECTION IS DEMONSTRATED POTENTIAL OR ABILITY TO DO THAT JOB. THE WHOLE OBJECT OF THE TRAINING IS TO ALLOW THE TRAINEE TO REACH THE CIVIL SERVICE QUALIFICATIONS FOR THAT JOB -- RATHER THAN THE OTHER WAY AROUND.

THE AIM OF HUD'S SECOND WOMEN'S WEEK IN DECEMBER 1974 WAS TO EMPHASIZE AFFIRMATIVE ACTION BY HUD EXECUTIVES AND MANAGERS -- AND TO IDENTIFY SPECIFIC POSITIONS DESIGNED TO BRIDGE THE GAP FROM CLERICAL OR TECHNICAL JOBS TO PROFESSIONAL CIVIL SERVICE CAREERS.



TODAY, UPWARD MOBILITY POSITIONS RANGE ACROSS THE BOARD, AND THEY ESTABLISH IDENTIFIABLE AND PERMANENT CAREER OPPORTUNITIES.

VIRTUALLY EVERY HUD OFFICE HAS PROPOSED SOME POSITIVE ACTIONS TO CORRECT THE IMBALANCE OF ITS WORK FORCE -- AND PARTICULARLY THE CONCENTRATION OF TOO MANY WOMEN AND MINORITY MEMBERS IN GRADES GS 1 THROUGH 6, AND TOO FEW IN GS 12 TO 15 POSITIONS.

THUS, WE MOVE INTO OUR THIRD ANNUAL WOMEN'S WEEK WITH THE KNOWLEDGE THAT HUD'S EXECUTIVES AND MANAGERS ARE AWARE OF EXISTING INEQUITIES AND ARE SEEKING CORRECTIVE ACTION.

THAT BRINGS US TO THE THIRD YEAR IN OUR DEVELOPING PROGRAM, -- WHICH IS YOUR PERSONAL CAREER PLANNING AND TRAINING THAT WILL EQUIP YOU TO TAKE FULL ADVANTAGE OF YOUR OWN INDIVIDUAL OPPORTUNITIES AS HUD'S ADVANCEMENT HORIZONS EXPAND IN THE YEARS AHEAD.



IT SOLVES NOTHING IF WE DESIGNATE UPWARD MOBILITY POSITIONS TO ENHANCE YOUR OPPORTUNITY FOR ADVANCEMENT, IF YOU ARE UNABLE TO COMPETE SUCCESSFULLY IN THE TRAINING PROGRAM THAT NECESSARILY LEADS TO THAT POSITION.

I DON'T KNOW WHAT IT WOULD APPROPRIATELY BE CALLED IN PERSONNEL WORK, BUT YOUR PERSONAL ADVANCEMENT PROGRAM MIGHT BE CALLED "TAKE THE NEXT STEP HIGHER" -- WHICH IS SOMETHING LIKE THE OLD FASHIONED SYSTEM THAT MOVES YOU FROM ONE GRADE TO ANOTHER IN SCHOOL.

IT'S TOUGH TO GO TO SCHOOL AS AN ADULT -- OR TO SEEK TO LEARN A NEW JOB ON THE JOB. I KNOW, BECAUSE I'VE BEEN DOING IT FOR THE PAST 9 MONTHS. IT'S TOUGHER STILL, WHEN YOU'RE LEARNING, WORKING, RUNNING A HOME AND RAISING CHILDREN -- ALL AT THE SAME TIME.

BUT, NOT ONLY IS THERE "OPPORTUNITY" IN EDUCATION AT EVERY LEVEL OF SCHOOLING, "ADULT EDUCATION" HAS BECOME A WAY OF LIFE FOR MANY PEOPLE WHO ARE ADVANCING IN GOVERNMENT CAREERS IN WASHINGTON TODAY.

AT HUD, AS AT EVERY FEDERAL AGENCY, "CAREER COUNSELLING" IS AS MUCH A PART OF PERSONNEL SERVICE AS FILLING JOBS AND KEEPING PAY RECORDS.

EMPLOYEE COUNSELLING AT HUD IS COUPLED WITH SPECIFIC OPPORTUNITIES, UNDER OUR OWN ROOF, FOR IMPROVING THE JOB CAPABILITIES AND SKILLS OF THOSE WHO WISH TO EXPAND THEIR HORIZONS AND ADVANCE THEIR EMPLOYMENT STATUS.

FOR EXAMPLE, IN THE HUD BUILDING WE HAVE A "DO IT YOURSELF" LEARNING LAB THAT OFFERS A VARIETY OF COURSES FROM COMPUTER MATH TO SPEED READING. THIS TRAINING IS AVAILABLE TO YOU, AS HUD EMPLOYEES, AT NO COST. AND YOU CAN TAKE THE COURSES DURING WORKING HOURS ON AN INDIVIDUALLY SCHEDULED BASIS.

EVENINGS AND SATURDAYS, YOU CAN TAKE COURSES IN GOVERNMENT BUILDINGS RIGHT HERE IN THE SOUTHWEST AREA OFFERED BY BOTH THE GEORGE WASHINGTON AND AMERICAN UNIVERSITIES, THE DEPARTMENT OF AGRICULTURE'S GRADUATE SCHOOL, AND OTHER WASHINGTON BASED INSTITUTIONS.

THE SOUTHEASTERN UNIVERSITY AT 6TH AND EYE STREETS,
OFFERS DEGREE PROGRAMS EVENINGS AND WEEKENDS.

YOU CAN EVEN QUALIFY FOR THE HUD CAREER EDUCATION
PROGRAM IN WHICH THOSE WHO ARE SELECTED GO TO SCHOOL
FOR A FULL YEAR TO STUDY IN URBAN AFFAIRS -- DURING
WHICH TIME HUD PAYS ALL EDUCATIONAL EXPENSES, PLUS
FULL SALARY AND MOVING EXPENSES.

WE ALREADY HAVE WOMEN PARTICIPATING IN THE
UNIVERSITY OF MARYLAND'S "OPEN UNIVERSITY" -- WHICH
ALLOWS YOU TO ACCUMULATE CREDITS THROUGH SELF-STUDY,
WEEKEND SEMINARS, AND OTHER FLEXIBLE TIME SCHEDULING
PLANS.

WE HAVE HUD WOMEN IN OTHER COLLEGE PROGRAMS --
INCLUDING CENTRAL MICHIGAN U., UNIVERSITY OF SOUTHERN
CALIFORNIA AND ANTIOCH COLLEGE -- WHICH OFFER THE SAME
IMPORTANT ADVANTAGES TO THE BUSY WORKING WOMEN: CREDITS,
INCLUDING CREDITS FOR YOUR WORK, AND LIFE EXPERIENCE;
TIME-SAVING SCHEDULING; AND MAXIMUM FLEXIBILITY.

IN ADDITION TO COURSES OFFERED BY, OR THROUGH HUD --
THERE ARE INNUMERABLE PUBLIC SCHOOL PROGRAMS AVAILABLE
TO THE QUESTING ADULT STUDENT.

THE PRIMARY ADVANTAGE OF ALL SUCH "MAKE UP" STUDY
PROGRAMS IS THAT YOU CAN ESTABLISH YOUR OWN PACE, BASED
ON THE REALITIES OF YOUR INDIVIDUAL SITUATION AND ON THE
DEMANDS YOUR PRIMARY RESPONSIBILITIES MAKE ON YOUR TIME.

THE RECORDS ABOUND OF WOMEN WITH ADVANCED DEGREES
WHO INITIALLY WENT TO AN ADULT NIGHT PROGRAM WITH THE
SOLE INTENTION OF FINISHING HIGH SCHOOL.

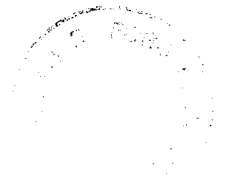
BUT, IN FACT, IT IS NOT EVEN NECESSARY TO ATTEND
A FORMALLY CONSTITUTED SCHOOL IN ORDER TO EXPAND YOUR
PERSONAL OPPORTUNITIES. AMERICA, IS A LAND OF SELF-
TAUGHT PIONEERS WHO HAD LITTLE OR NO ACCESS TO FORMAL
EDUCATION. AND WE HAVE SOME FINE CONTRIBUTORS HERE
AT HUD WHO HAVE FOLLOWED THAT PATH.

WE CAN GAIN REAL INSPIRATIONS IN REVIEWING THE HISTORY OF THE BLACK COMMUNITY. THE RICH HERITAGE OF LEARNING AND ATTAINMENT LEFT BY THE EARLIEST BLACK LEADERS -- THROUGH TO THE NOBEL PRIZED ACCOMPLISHMENTS OF DR. MARTIN LUTHER KING -- GIVE POSITIVE TESTIMONY TO THE POWER OF SELF-EDUCATION.

FOR, NOT ONLY DID THEY TEACH THEMSELVES IN ORDER TO BETTER THEMSELVES -- THEY TAUGHT THEMSELVES BECAUSE THERE WAS NO OTHER WAY TO LEARN. AND THEY TAUGHT THEMSELVES, IN THE FACE OF FORCEFUL OPPOSITION -- BECAUSE EDUCATION WAS THE ONLY THING THAT WOULD TRULY MAKE THEM FREE.

TODAY, WE CANNOT SEPARATE OURSELVES FROM THE HISTORY OF DISCRIMINATION NOR THE EVENTUAL VICTORIES, OBTAINED ONE BY ONE -- THAT BRING US TO DECEMBER 18TH, 1975.

THE MILESTONES NOTED IN OUR FEDERAL WOMEN'S PROGRAM BOOKLET -- "A POINT OF VIEW" -- RECORD THE PROGRESS OF WOMEN UP TO NOW.



THEY DO NOT BID US TO GO BACK AND REPEAT HISTORY ALL OVER AGAIN. BUT THEY DO GIVE US A POINT OF REFERENCE AS WE MOVE FORWARD FROM HERE, TAKING THE BEST POSSIBLE ADVANTAGE OF THE PROGRESS OTHERS HAVE MADE FOR US -- AND DEVELOPING OUR OWN ADDITIONAL OPPORTUNITIES IN THE SPAN OF ACTIVE TIME AHEAD OF US.

AS THE HEAD OF THIS FEDERAL AGENCY WHICH HAS ALREADY TAKEN A LEAD IN ADVANCING OPPORTUNITIES FOR BOTH MINORITY GROUPS AND WOMEN, I FEEL A PARTICULAR RESPONSIBILITY FOR SEEING THAT HUD DOESN'T FALTER IN ITS DETERMINATION TO KEEP OUR PROGRAMS GOING.

AS A WOMAN IN GOVERNMENT, I HAVE A SPECIAL PRIDE IN THE INALIENABLE RIGHT OF WOMEN IN THE FEDERAL SYSTEM TO COMPETE AS EQUALS AMONG EQUALS; THE RIGHT OF ALL HUMAN BEINGS TO ACHIEVE THEIR FULL POTENTIAL, INDIVIDUALLY DETERMINED.

I STRESS "EDUCATION AND TRAINING" TODAY, BECAUSE IT MAKES NO SENSE FOR US TO FORCE OPEN THE DOORS UNLESS WE HAVE A SUBSTANTIAL GROUP OF PEOPLE TO WALK THROUGH.

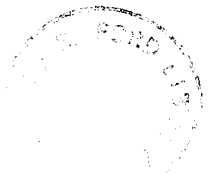


I EMPHASIZE THAT PHRASE "SUBSTANTIAL GROUP," BECAUSE IT'S A SUBJECT ON WHICH "MINORITY GROUPS" -- INCLUDING WOMEN -- MOST OFTEN FIND THEMSELVES SHUT OUT.

WITH THE FACT OF "EQUAL OPPORTUNITY" WE ARE COMING TO THE END OF "TOKENISM". AS "ACCEPTANCE" GROWS, SO GROWS THE REALIZATION THAT WE CAN AND WILL COMPETE FOR HIGHER POSITIONS ON THE BASIS OF OUR ABILITY.

IT IS TRUE THAT WE CAN LOOK AT ANY JOB, AT ANY LEVEL IN OUR NATION, AND CLAIM THAT THERE IS A WOMAN CAPABLE OF FILLING IT. THE PROBLEM IS THAT WE NEED TO DEVELOP GREATER NUMBERS OF TRAINED CAPABLE WOMEN TO COMPETE. FOR WITHOUT THAT KIND OF "EQUAL-NESS" IN NUMBERS, WOMEN WILL CONTINUE TO BE "EQUAL" IN NAME ONLY.

THE "MYTHS" ABOUT WOMEN ARE FRUSTRATING: THAT WE DON'T REALLY HAVE TO WORK; THAT WE QUIT WHEN WE BEAR CHILDREN; THAT WE QUIT OUT OF BOREDOM; THAT WE TAKE MORE SICK LEAVE; THAT WOMEN DON'T LIKE WOMEN SUPERVISORS -- AND ON AND ON.



WE KNOW THAT SERIOUS STUDIES HAVE EXPLODED ALL OF THOSE "MYTHS" -- BUT THE REALITY REMAINS. AND THAT IS, ALTHOUGH WOMEN ARE IN THE MAJORITY BY NUMBERS, ONLY ABOUT 14% OF THEM HOLD EXECUTIVE OR MANAGERIAL POSITIONS IN GOVERNMENT -- AND ONLY ABOUT 13% IN PRIVATE INDUSTRY.

SO, WE HAVE A GENUINE CHALLENGE.

BUT THE "GOOD NEWS" IN THOSE STATISTICS IS THAT TODAY WE REALLY HAVE A REAL CHANCE TO INCREASE THOSE PERCENTAGES.

MY GOAL IS TO INCREASE THOSE PERCENTAGES HERE AT HUD.

THE NOVEMBER PROGRESS REPORT ON OUR AFFIRMATIVE ACTION PLAN SHOWS THAT OUR HUD MANAGERS PLAN TO FILL 30 POSITIONS TO THE UPWARD MOBILITY PROGRAM FOR FISCAL 1976.

I WILL BE ASKING HUD'S ASSISTANT SECRETARIES TO COMMIT TO INCREASE TO 40 THE UPWARD MOBILITY POSITIONS FOR FISCAL 1976.

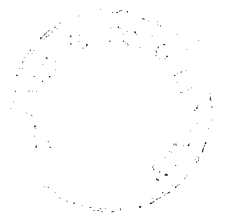


I HAVE TAKEN THE LEAD BY ESTABLISHING ONE UPWARD MOBILITY POSITION IN THE OFFICE OF THE SECRETARY AND WILL ANNOUNCE ANOTHER SUCH POSITION IN MY OFFICE BEFORE THE END OF FISCAL 1976.

WHAT IS IMPORTANT TO YOUR WOMEN'S FUTURE AT HUD -- IS THAT WE ESTABLISH UPWARD MOBILITY AS A HEADQUARTERS "HABIT".

IT IS MY HEARTFELT HOPE THAT THE WOMEN'S PROGRAM AT HUD WILL SET A GOVERNMENT-WIDE EXAMPLE FOR MAKING THE MOST OF THE GREAT WEALTH OF TALENT AND BRAIN-POWER POSSESSED BY WOMEN.

IT IS A DOUBLE-PRONGED HOPE -- IN WHICH THE OPPORTUNITY FOR INCREASING WOMENS' CAPACITY IS MATCHED BY THE OPPORTUNITY FOR MOVING INTO MORE RESPONSIBLE JOBS WHEN THOSE ADDED CAPABILITIES CAN BE DEMONSTRATED.



AND, I BELIEVE THAT THAT HOPE WILL BE REALIZED BY REASON OF OUR INDIVIDUAL DETERMINATION TO TAKE FULL ADVANTAGE OF EVERY EDUCATIONAL AND TRAINING OPPORTUNITY THAT COMES ALONG.

MY HOPE IS NOT BASED ON MY COMPASSION FOR WOMEN AND MINORITIES, ALONE.

WE HAVE COME TO A NEW AGE OF UNDERSTANDING -- THAT THE WORLD ITSELF WILL NOT SURVIVE UNLESS IT UTILIZES EVERY RESOURCE IT HAS.

WE NEED THE FULL USE OF HUMANITY'S COLLECTIVE BRAIN-POWER -- AND THE FULL POTENTIAL OF THOSE WHOSE POWERS TO CONTRIBUTE HAVE BEEN SQUANDERED IN CENTURIES OF SHAMEFUL DISCRIMINATION, DEPRIVATION AND ABUSE.

THANK YOU, AND MY SINCERE WISHES TO ALL OF YOU FOR A JOYOUS HOLIDAY SEASON AND A NEW YEAR OF PERSONAL FULFILLMENT.

