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~~COMMUNICATIONS - EVENING~~
~~VOLUNTARIISM - WORK~~

WHILE I AM NOT AMONG THOSE WHO BELIEVE THAT STATISTICS
GIVE THE COMPLETE PICTURE OF REALITY, IT IS ESSENTIAL THAT WE
SPEND A FEW MOMENTS IN THE NUMBERS GAME CONSIDERING JUST WHO WE ARE



WE ARE MORE THAN HALF THE U.S. POPULATION. THERE ARE 112
MILLION OF US. WE ARE BETTER EDUCATED THAN EVER BEFORE. HALF
OF THE HIGH SCHOOL GRADUATES IN 1971 WERE FEMALES, AND MORE THAN
360,000 OF US RECEIVED BACHELOR'S DEGREES FROM COLLEGES AND
UNIVERSITIES THAT YEAR. MORE OF US THAN EVER BEFORE ARE EMPLOYED.
MORE THAN 38 MILLION WOMEN ARE IN THE LABOR FORCE --ABOUT 40% OF
and over 50% between 18 & 50.
THE TOTAL. WE WORK IN OFFICES AND ON CONSTRUCTION SITES, AS DOCTOR
POLICEWOMEN AND HOUSEKEEPERS. WOMEN'S SALARIES, ON AN ANNUAL BASIS
AMOUNT TO \$116 BILLION. MORE WOMEN HEAD HOUSEHOLDS THAN EVER BEFORE.
SIX MILLION AMERICAN FAMILIES ARE HEADED BY WOMEN AND THE NUMBER IS
RISING. ~~WOMEN WITH AN ESTIMATED 10 MILLION CHILDREN UNDER AGE 6.~~

However, ^{HAVE} WOMEN ~~WITH~~ A MEDIAN ANNUAL INCOME OF ONLY ABOUT \$5,000.

WE DO MOST OF THE DAY-TO-DAY PURCHASING. IT IS SAID THAT WHAT
NON-EMPLOYED HOUSEWIVES BUY, BRING HOME, USE AND THROW AWAY ACCOUNT
FOR 1/4 OF THE GROSS NATIONAL PRODUCT. WE HAVE A LARGE STAKE IN
THE ECONOMY IN OTHER WAYS TOO. WOMEN OWN 75 PERCENT OF THE STOCKS
AND BONDS, 70 PERCENT OF THE INSURANCE POLICIES AND 65 PERCENT OF
THE SAVINGS ACCOUNTS IN THE U.S.

WE ARE BECOMING MORE POLITICALLY ACTIVE. ~~IN 1916, AMERICA'S~~
~~FIRST CONGRESSWOMAN WAS ELECTED --JEANETTE RANKIN OF MONTANA.~~ IN
1924, ~~THE FIRST WOMAN GOVERNOR--NELLIE T. ROSS OF WYOMING.~~ THIS
FALL 3,000 WOMEN RAN FOR A FULL RANGE OF CITY, COUNTY, STATE
AND NATIONAL OFFICES.

*612 in State Houses - an increase of 26%
in the last election - 19 in Congress.*

IN SUM, WE'RE STRONG IN NUMBERS AND IN POTENTIAL. WE ARE INVOLVED GREATLY IN THE NATION'S ECONOMY. WE CONTRIBUTE ENORMOUSLY TO THE NATION'S PRODUCTIVITY. WE MAKE THE MAJORITY OF DAY-TO-DAY PURCHASING DECISIONS.

BUT OUR STRENGTH IN NUMBERS AND SHEER DIVERSITY DO NOT TELL THE WHOLE STORY. WE ARE MORE THAN HALF OF THE NATION'S POPULATION BUT ARE TREATED IN MANY WAYS AS THOUGH WE WERE A "MINORITY".

WE CONTRIBUTE ENORMOUSLY TO THE NATION'S ECONOMY, BUT WE EARN LESS THAN MEN DO AND CONSPICUOUSLY ARE ABSENT FROM MOST EXECUTIVE SUITES AND BOARD ROOMS. WE MAKE THE MAJORITY OF PURCHASING DECISIONS BUT OUR VOICES HAVE YET TO MAKE A BIG IMPACT ON THE MARKET PLACE.

WE CONTRIBUTE MUCH TO OUR COUNTRY'S PRODUCTIVITY, BUT ARE JUST BEGINNING TO MOBILIZE AND EXERCISE OUR FULL TALENTS.

BUT THIS IS CHANGING AND I PREDICT IT WILL CONTINUE TO CHANGE, BECAUSE WE ARE CHANGING. WOMEN HAVE NEW IDEAS ABOUT WHOM WE ARE, NEW DREAMS OF WHOM WE SHOULD BE, AND, NEW ASPIRATIONS TO PARTICIPATE IN ALL FACETS OF AMERICAN LIFE.

SO YOUNG AND OLD, RICH AND POOR, BLACK AND WHITE, MARRIED AND SINGLE, WE STILL ROCK THE CRADLE--BUT WE'RE NOW BEGINNING TO ROCK THE MARKETPLACE.

WOMAN'S GROWING CONFIDENCE IN HERSELF, HER NEW ASPIRATIONS, AND HER CLOUT IN THE MARKETPLACE ARE CLOSELY INTERWINED. AND THEY'RE HERE TO STAY.



Great strides have been taken down the road towards full equality for women -- political, social and economic. And we -- in the Federal establishment ~~have~~ ^{have} ~~led~~ ^{led} the way, as we should. But it is a long road we travel. Consider:

Employment of women tends to be heavily concentrated in "female" occupations.

- about 1/3 of all women who work are clerks.
- 20% of all working women are household workers.
- occupations where women are in extraordinary high proportion are:
 - elementary school teaching 84% (teachers, few principals or supervisors)-- few women college professors and rarely a woman president of a college; the



--87% OF ALL BANK TELLERS ARE WOMEN.

--96% OF ALL PHONE OPERATORS ARE WOMEN.

FEW WOMEN INDEED ARE LAWYERS (4%), OR DOCTORS (7%) OR JUDGES OR IN THE FIELDS OF MECHANICS AND ENGINEERING.

(IT IS CLEAR THAT) THE BROAD SPECTRUM OF WORK OPTIONS JUST HAS NOT BEEN AVAILABLE TO MOST WOMEN--

WORKING WOMEN EARN AS A MEAN AVERAGE 56% OF WHAT THE AVERAGE WORKING MAN DOES.

THE ECONOMIC STATUS OF WOMEN IS EVEN MORE DRAMATIC WHEN EARNINGS BY EDUCATIONAL LEVEL ARE COMPARED. WOMEN WITH 4 YEARS OF COLLEGE EARN TODAY ON THE AVERAGE, LESS THAN MEN WHO DO NOT COMPLETE THEIR HIGH SCHOOL EDUCATION. WOMEN WHO HAVE A HIGH SCHOOL DIPLOMA EARN LESS THAN A MAN WHO HAS NOT COMPLETED THE 8TH GRADE.

THERE ARE RELATIVELY FEW WOMEN AT THE TOP OF LARGE PUBLIC OR PRIVATE INSTITUTIONS -- FEW WOMEN PRESIDENTS OF LARGE DEPARTMENT STORES OR CHAINS. MEN DOMINATE THE CAREER FIELDS OF GOVERNMENT, BANKING, THE JUDICIARY, BUSINESS, EDUCATION,



On of my favorite women politicians, Charlotte Wilson, former mayor of Montreal, has said that "A woman must be twice as good as a man to get half the credit -- fortunately," she said, "this is not difficult."

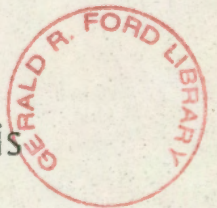
Your government has been profoundly involved with the economic role of woman since the first woman was employed by the Federal government -- and that goes back exactly 202 years to 1773 -- when a woman was appointed post mistress (one say postperson) in a little town near Baltimore.

Women's part in the Federal government is thus older than the Constitution, and our Administration's support for this is self-evident .

In what direction are we moving? In the Federal government we are moving rapidly forward. The emphasis is on women. The emphasis is on you.

This emphasis has produced quite visible results in the appointing or promoting of more women to high-level government positions than several previous administrations put together.

What is equally important is that the majority of these women now hold positions where no woman has ever served before.



*President Ford' appointed me
shocked me. Recognized the
worth of women*

SIGNIFICANT UPWARD MOBILITY IF YOU WILL. FOR THE FIRST TIME
A WOMAN IS SECRETARY OF HOUSING AND URBAN DEVELOPMENT IN
THE PRESIDENT'S CABINET, CARLA HILLS. FOR THE FIRST TIME
A WOMAN SERVES ON THE NATIONAL LABOR RELATIONS BOARD AND AS
ITS CHAIRMAN, BETTY S. MURPHY. FOR THE FIRST TIME A WOMAN
IS DIRECTOR OF THE WHITE HOUSE OFFICE OF COMMUNICATIONS,
MARGITA WHITE. FOR THE FIRST TIME A WOMAN SERVES ON THE
PRESIDENT'S ADVANCE TEAM, MARY FISHER. FOR THE FIRST TIME
A WOMAN SERVES AS ASSOCIATE COUNSEL TO THE PRESIDENT OF THE
UNITED STATES, BOBBIE KILBERG. FOR THE FIRST TIME A WOMAN
SERVES AS DIRECTOR OF THE FOREIGN SERVICE OF THE UNITED STATES,
CAROL LAISE. *KATHLEEN MOORE, CAVAL BOARDING OFFICER
other A.L.A. ←*

THERE HAVE BEEN MANY CONSPICUOUS FIRSTS DURING THE LAST
5 YEARS FOR WOMEN IN GOVERNMENT - INCLUDING THE FIRST **5** WOMEN
TO HOLD THE RANK OF GENERAL OF THE ARMED FORCES, THE FIRST
WOMAN APPOINTED TO THE RANK OF REAR ADMIRAL IN THE NAVY, AND
JUST AS IMPORTANTLY, JOBS OF ALL DESCRIPTIONS ARE OPENING UP
IN THE FEDERAL GOVERNMENT INCLUDING PATENT EXAMINERS, AIR TRAFFIC
CONTROL CHIEFS AND SKY MARSHALLS, AND BORDER PATROLS - AND
TECHNICIANS AND ENGINEERS. THE COAST GUARD ACADEMY HAS OPENED
ITS DOORS TO WOMEN. *2 days ago - military academies*

1. ~~NO MORE DISCRIMINATION IN CREDIT~~
2. ~~MORTGAGES~~

*And myself - liaison
and women's groups - how change
occurs in our country.*



gifts God has given us. The gift of soul and mind, the freedom to choose and order our own lives and to contribute to the well-being and growth of those around us.

These are precious gifts and should be used accordingly.

And that brings me to a few thoughts on my private project in the White House, and that is the value of the volunteer.

For 19 years--and probably longer--that is what I was. I was strictly a volunteer. I discovered, like many volunteers going back to work, that it really doesn't count for all that much, even if it was important. And I would like somehow--and we are working on this--to give some kind of value to the services performed by ^{those} who serve others for nothing but love or affection, for concern for our fellow citizens. I certainly don't mean pay. I am talking about the wonderful word "value."

There is a story from another decade about a jury that had vainly deliberated for 36 hours. Finally, the jury returned to the courtroom and the judge solemnly asked the foreman:

"Has the jury reached a decision?"

The foreman said: "Yes, your honor. We have decided that we'd rather not get involved."

(Laughter)



I say it is a story from another decade because I am convinced that the ^{1970's} ~~seventies~~ period is a period when just about everyone will want to become involved in something, particularly something to do with ~~the~~ improving ~~of~~ the quality of life in our country. The day of what John Gardner calls "The Sophisticated Dropout" is over.

For example, I can say that in the seventies, it has become increasingly unpopular to get so wrapped up in one's personal life that there isn't any time for the larger problems of the day; to immerse oneself so deeply in a specialized professional field that the larger community virtually ceases to exist; to assert that the whole society is so corrupt that nothing can save it; and to tell oneself that society has fallen into the hands of the unworthy, and that virtuous, clear-eyed spirits--like yourself--haven't a chance.

In short, I think the "in thing" of the 1970s will be personal involvement in making an imperfect society work better.

A survey taken less than a year ago identified the following rather amazing facts:

Thirty-seven million Americans volunteered

their time and talents for the public good during the one-year period from May, 1973 to April 1974. Of the population surveyed--those 14 years and over--nearly one out of every four persons, 24 percent, were involved in voluntary activities, with more than one-third serving at least once a week. ~~overseas~~ ~~recognition~~ ~~the~~ ~~most~~ ~~for~~ ~~effective~~ ~~...~~ During the week preceding the polling, for example, more than fifteen million people contributed 140 million hours of volunteer work--an average of nine hours per person--to such organizations as hospitals, schools and religious, civic, political and community groups. That comes to, if you think of the minimum wage in this country, \$2.00 an hour--it is more than that, but I can multiply it easier--it is \$2.20--that comes ~~to \$280,000,000 a week, or about 1.5 billion dollars a~~ *that - and that is a minimum figure.*



Just this year a report from the

~~Report of the~~ Commission on Private
Philanthropy and Public Needs

John Ziler, Chairman, & Chairman
of Aetna Life & Casualty Co

2. Giving in America involves an immense amount of time and money, is the fundamental underpinning of the voluntary sector, encompasses a wide diversity of relationships between donor, donations and donee, and is not keeping pace.

Most giving—79 per cent in 1974—comes from living individuals, and the main focus of the Commission's research has been on such giving. The Commission's largest single research effort was a Commission-sponsored sample survey of 2,917 taxpayers



religion, \$10.28 billion; education, \$4.41 billion; health, \$3.89 billion; social welfare, \$2.07 billion; arts, humanities, civic and public causes, \$1.67 billion; and all other, \$3.19 billion.

When incomes of givers and kinds of recipients are looked at together, a pronounced pattern is evident. Lower-income contributors give even more predominantly to religion than do Americans as a whole; higher incomes give mainly to education, hospitals and cultural institutions.

15,000,000 people
140,000,000 hours
2.20 an hour



conducted jointly by the University of Michigan's Survey Research Center and by the U.S. Census Bureau. Extensive questioning of respondents was conducted in 1974, covering giving for the previous year. In 1973, according to projections based on the respondents' answers, individuals may have given as much as \$26 billion.

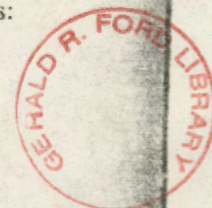
In addition, nearly six billion womanhours and manhours of volunteer work were contributed to nonprofit organizations in 1973, the survey indicates, and the total value placed on this contributed labor is another \$26 billion. (Bequests accounted for \$2.07 billion in 1974, foundations for \$2.11 billion and corporations for \$1.25 billion in direct dollar giving.)

Estimating the sources of giving by individuals is still more art than science, but even by conservative reckonings, \$50 billion a year is the very large round-number total of the value of contributed time and money in the mid-1970's. A disproportionate amount of giving comes from contributors with the highest income, at least 13 per cent of individual giving from this 1 per cent of the population. Yet at the same time the bulk of giving, more than half, comes from households with incomes below \$20,000.

Other Commission findings: college graduates give six times as much on the average as do those with only high school educations. Small town residents give more than city dwellers. The married give more than the single, the old more than the young. The giving of time was also found to correlate closely with the giving of money; the contributor of one is likely to be a contributor of the other.

Where the Giving Goes

Where does the giving go? The largest single recipient area is religion. Studies by the Interfaith Research Committee of the Commission indicate that religious giving may be larger than generally estimated, and at the same time the committee found that a sizable share of religious giving—one out of five dollars—is ultimately given in turn by religious organizations to other, non-sacramental categories of recipient. The estimated breakdown of giving in terms of ultimate recipient, in 1973, was:



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