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CONFERENCE '79

First National Park Service Women's Conference

Over 80 women participate in conference

Hard work, increased awareness and understanding, new friendships, and positive solutions to women's problems characterized the first National Park Service Women's Conference held Nov. 13-16 at the Sheraton International in Reston, Va. Over 80 NPS employees representing regions and occupations Servicewide worked overtime to develop their own set of recommendations for improving the status of women in the Park Service.

For the first time in the history of the Park Service, the past, present, and future status of women and their careers were examined. Conference participants gathered in small groups for intense workshops in the areas of communications, barriers and geographic mobility, upward mobility, recruitment, training, performance evaluation, and the concerns of minority women. Enrichment workshops introduced them to such topics as career development and sexual harassment.

At the closing banquet, Linda Tarr Whelan, Deputy Assistant to the President, in a stirring speech, stressed the benefits of "critical support networks" developed through this kind of a conference and urged that this group not be disbanded. She told delegates and the NPS directorate, "I am glad to see that the women are getting together and they are making recommendations to their leadership. I think if this works, it can be a precedent for other Federal Government agencies."

After spokeswomen presented highlights of their recommendations to the Director, Deputy Director and Regional Directors, Director Whalen asked all Regional Directors to review the recommendations and help determine how they may be implemented. As a follow up, he called for a mini-conference to be held in 6 months, and another full conference in a year to evaluate, in his words, "where we are at that time."

But perhaps, in the words of the many participants and observers, the most important feature of the conference was the feeling of mutual respect and understanding that developed among the participants, and the networks that were established. Conference Chairwoman Peggy Lipson (Legislative Affairs Specialist, WASO) in closing remarks said, "It's been a long road, but we're finally headed in the right direction. We have our commitment, but better than that, we've got a good network among ourselves. This is only the beginning. . . ."

Conference Chairwoman Peggy Lipson speaks to participants.

Conference participants in workshop session.

Associate Director for Administration Nancy Garrett.

Associate Director for Administration shares her thoughts about success

What was originally scheduled as an informal rap session during the Women's Conference with Associate Director for Administration, Nancy Garrett, developed into an exciting and informative dialogue on many current Park Service issues. Talking with conference delegates for almost 4 hours, Ms. Garrett offered valuable insight into many topics: the need to establish an accountability system for uniform allowances; development of an employee physical fitness and health benefit profile; creation of a correspondence and a travel manual and new employment brochure. In addition to discussing these issues with the women, Ms. Garrett shared her thoughts on "getting ahead" and presented a brief sketch of her own career. She advised the women who were present to take risks, learn everything about the office and organization they work for, develop a 5-year career plan (as most men do) and be mobile. Ms. Garrett's comments were highly regarded and many participants considered this dynamic exchange one of the highlights of the first National Park Service Women's Conference.

—Winny Rovis,
Seasonal Employment Specialist,
WASO Personnel

Recommendations: the core of the conference

Participants outline their recommendations

The National Park Service Women's Conference was the beginning of an invaluable network that opened doors of communication never before explored by NPS women. It was also a great learning experience for the women and men of the National Park Service.

Even more important is the fact that the Director provided an opportunity for employees to have input in decisions made by NPS Directorate. With this opportunity came the challenge for conference delegates to develop implementable recommendations that would strengthen the Park Service and serve to enhance the career status of women.

The delegates eagerly met this challenge head on. The 4-day conference was filled with many hours of work as the women discussed the problems and recommendations that had been developed.

Claire Young Harrison, Site Manager at Lighthouse Chesapeake, has highlighted the recommendations that were presented to the Director.

—Joyce Robinson
NPS Federal Women's
Program Committee Chairwoman

General Comments

- Endorse Director Whalen's commitment to complete research on history of NPS women.
- Recommend reconvening of second women's conference in 1 year.
- Recommend actions presented and approved be included in the NPS long-term management plan.

Communications

- Recommend establishment of directory of women in NPS.
- Recommend full-time Federal Women's Program Coordinator in each region.
- Recommend sending "Women in Action" (FWP newsletter) to all employees.
- Recommend mini-conferences in each region as conference follow-up.
- Recommend that information on women be published in the COURIER and video tapes be made available, including information from other agencies.
- Recommend study and improvement of all NPS communication systems, including blue envelopes, vacancy announcement time-frame, "hot lines."

Barrier and Geographic Mobility

- Recommend that building of career-ladders be designed within "geographic complexes" to eliminate unnecessary family relocations and extensive moving.
- Recommend that each region have a career counselor for relocation assistance.
- Recommend proof of lack of qualified in-house personnel before high level positions are filled from outside.
- Recommend study of reinstatement of Master Patrol Corporal in USPP.
- Recommend establishment of bridge positions for secretarial series into other series.
- Recommend pre-management training program for GS 5-9 employees.

(Continued on page 4.)

Recommendations (continued)

Upward Mobility

- Recommend compilation of information package on upward mobility.
- Recommend that supervisors become informed on availability of training relative to upward mobility personnel.
- Recommend upward mobility goals be established.
- Recommend accountability systems be established to account for upward mobility implementation.
- Recommend establishment of a reporting system to WASO of status of regional upward mobility personnel.
- Recommend regional training offices be responsible for developing upward mobility training plans.
- Recommend setting aside certain slots in Servicewide training courses for upward mobility personnel.

Recruitment

- Endorse the new Federal Equal Opportunity Recruitment program.
- Recommend review of computer programs and improve them so that statistical information is more readily available.
- Recommend utilization of women in non-traditional roles, including maintenance and law enforcement.
- Recommend use of alternative methods of recruitment e.g., "internal testing authorities," and cooperative education conversion.
- Recommend some reward/penalty system for encouragement of minority hiring in hiring supervisors.

Training

- Recommend a statement from WASO Training Office to clarify when training can be given, i.e., whether it must be job related or not.
- Recommend serious attempt to develop IDPs (Independent Development Plan) for all employees.
- Recommend mandatory training in EEO for all supervisors.
- Recommend establishment of a 60-day detail in 25 percent of all parks in each region for training to be filled competitively to provide specialized and/or supervisory experience for women and minorities.
- Recommend that 20 percent of all vacancies be filled on a temporary basis to provide minorities with specialized experience.

Performance Evaluation

- Recommend full implementation of 1979 Affirmative Action Plan.
- Recommend training in career counseling be mandatory for all supervisors.

Minority Women's Concerns

- Recommend establishment of goals in training programs for minority women.
- Endorse contacts with black colleges and minority training firms for training courses.
- Recommend identification of umbrella organizations which contain minority consulting firms such as American Management Association.
- Recommend enforcement of IDPs especially providing training for WG (Wage Grade) employees to prepare for WL (Wage Leader) positions.
- Recommend annual assessment of NPS minority women's profile by Director, Deputy Director and EEO Chief.
- Recommend increased upward mobility funds.
- Recommend establishment of task force to study remote area adjustment problems especially as faced by minority women.

Participants outline their recommendations.

Conference participants have a positive outlook

A most important feature of the first NPS Women's Conference was the women themselves who participated in it, for they represented women in the Park Service from all over the System, in diverse jobs and at most grade levels. What had been their experiences in the National Park Service? How did they feel about coming to a conference like this? What were their reactions once they got there? Were they optimistic about the outcome? And, finally, what, if anything, do they think makes the Park Service unique as an agency of Federal Government with respect to women? Special Edition Editor Candace Garry talked with some of them during the Conference, and here is what they had to say. . . .

"I'm very pleased with the outcome of the conference . . . we have made some good recommendations, and problems were brought to our attention that I hadn't even thought of. Also, I think that there is a solidarity being created among NPS women that I never really imagined possible. Several people have commented, and I agree, that it really makes you feel proud to see here so many talented women in so many diverse occupations."

Juin Crosse, Superintendent,
Hubbel Trading Post NHS, Ariz.

Joanne Hodges.

This is the first job I have ever had, and I'm very surprised . . . I think women are fortunate . . . in fact, they've got it made as far as work and the relationships they have with their male counterparts are concerned—in the South anyway. It's not as easy for handicapped people."

Joanne Hodges, Park Aide,
Information Desk,
Chickamauga and
Chattanooga NMP, Ga.-Tenn.

"Because I have 22 years with the Park Service, I've seen a lot of changes, but I think we are still way behind other agencies . . . women are going to have more competition in the Park Service because it's a known fact that this agency attracts the very best . . . there are many, many applicants because NPS is a well respected, well liked agency. This means more competition for women and they are fighting against veteran's preference . . . it's hard to get your foot in the door."

Pat Smith, Staff Assistant to
Associate Director for
Management and Operations,
WASO

"I've been with the Park Service for 27 years and have seen few changes for women in that time, until recently. A highlight was not long ago when the first black woman was sworn in as superintendent of Booker T. Washington National Monument in Richmond, Va. She is the first black female superintendent in NPS history. But the major strides for women and for black women in particular have been only recent."

Louise Boggs,
Maintenance Foreman,
Independence NHP

Juin Crosse.

Louise Boggs.

"...(I am) proud to see here so many talented

Jeanetta Foreman.

"We are a community of women and men implementing equal opportunity in the National Park Service, and we have reached a critical point in our history. The Women's Conference has provided NPS women an opportunity to show that they possess the same faculties, intelligence, creativity and strength as men possess. Women compose a considerable number of employees in the technical, administrative and support positions and, in the future, I feel they will be involved more in the decision-making process of the National Park Service."

Jeannetta Foreman,
EEO Specialist, WASO

". . . The problems and recommendations have been identified over and over for women—it's the enforcement of the solutions that need attention."

Adrienne Anderson,
Regional Archeologist,
Rocky Mountain Region,
Denver

Pepper Karanski.

"The biggest problem in working with the U.S. Park Police is that it is such a non-traditional male-oriented job, and the attitudes the men have are the biggest barriers you have to overcome. The easiest way I've found to overcome that is to try to ignore these attitudes and do the best job I can . . . I find they will respect you if you do a good job . . . The good thing about this conference is that people are at least talking about change, and that's the first step."

Pepper Karanski,
U.S. Park Police,
Western Region, San Francisco

Anette Donald.

Adrienne Anderson (on left) at interview by Candace Garry.

"The problems I see for women in the Park Service are that there are so many non-traditional female roles in the Service and the agency is historically male dominated . . . with male dominating people still in it. I don't intend that to place all the blame on the men . . . maybe our biggest problem is attitudes among both men and women in accepting women in non-traditional roles."

Annette Donald,
Lead Park Technician,
Indiana Dunes NL

women in so many diverse occupations."

"Problems . . . well, I don't really see much of a problem for women in the National Park Service. If there's any problem, really, it's the woman's inability to look at herself and say she can do it! I am speaking this way because I have had very good experiences in my job . . . I feel fortunate because I have not had to go the route of fighting like some other women have had to . . . normally, I've been accepted and I've been given good treatment . . . I've had good opportunities for career advancement . . . but I've had to work for them."

Patricia Reischel,
Maintenance Work Leader,
Golden Gate NRA, Calif.

"I wanted to come to the Women's Conference because I am interested in women's issues as a woman and as a minority . . . I want to be involved in anything that is going to help us women . . . I just wanted to be here to share my concerns and see what some of the other women's concerns are."

Sylvia Jones, Secretary to
Deputy Director, WASO

"One of the reasons I wanted to come to the conference is that I wanted to make sure that traditional women had a voice in what was being said. I felt that women who were labeled "traditional" sometimes were falsely labeled in the sense that they are not given opportunities—maybe because they are not mobile, or vocal enough, or their family situations or age . . . labeled us as being homebound, regionbound, or parkbound. Maybe our clerical positions label us that way. I wanted to make sure that there were people aware that clerical positions are not necessarily dead-ended positions . . . I think the NPS is unique in the respect that we can do anything we want to do . . . it's sort of like being in a small town . . . you can be the town clerk or the garbage collector, or you can be the mayor if you want to badly enough. I don't think women or men in other agencies have such a broad field to use their talents in, or to express themselves."

Rebecca Bigby,
Administrative Technician,
Fort Caroline NM, Fla.

"I think a lot can be gained from this conference . . . I'm hopeful. The one comment I have been hearing quite frequently, though, is that there have been other affirmative action plans previous to this—that have not been followed through on. I'd like to see that our recommendations are followed through."

Becky Kaiser,
Secretary to Alaska
Area Director, AAO

Loretta Schmidt.

"When the Director addressed our group after our presentations, I felt very good because I felt he was listening to us. He was very honest about recognizing that most of our recommendations can be implemented in some way or another. And that's really a step forward to have that much interest and support from top management in Washington."

Loretta Schmidt,
Historian, San Juan NHS, P.R.

"I feel like a success story to some in that I am one of those who made the conversion from the secretarial ranks . . . and it doesn't happen often, but it does happen."

Marsha Otey,
Federal Women's Program
Manager, NAR, Boston

Phylis Shaw.

"I was one of these re-entry women . . . I just all of a sudden got a divorce and had a need to start making an income immediately . . . and I had been a housewife for 15 years . . . the best I could do was a GS-2 clerk typist . . . I had a B.A. degree at the time but no one was really interested in that . . . so I started in the Federal Government (NPS) and managed to work myself up every step of the way . . . I went from GS-2 to 3, 4, 5, 6 . . . and I finally got to the regional office as a 7 administrative officer . . . from there I have worked up to an 11. I wanted to participate in this conference because through all these years I have been interested in women's causes, as well as my own. This conference is a step in the right direction . . . at least they're asking women what the problems are . . . and in my 15 years with NPS, I've not heard them ask even that . . . I know that still our problems have been aired before . . . but it certainly bears repeating . . . and maybe this time we'll say it in such a way that it's going to have an impact."

Phylis Shaw,
Budget Analyst,
Western Regional Office

Since 1918: women in the National Park Service

Ranger-Naturalist Herma Baggley Albertson, Yellowstone NP (1929).

The following are excerpts from a speech delivered to the NPS Women's Conference on Nov. 14, 1979, at the opening session by Heather Huyck. Ms. Huyck is currently program supervisor at Clara Barton National Historic Site, Glen Echo, Md. Trained as a historian, she has worked extensively with her mother, Dorothy Boyle Huyck, in exploring the history of women in the National Park Service. Dorothy Boyle Huyck interviewed almost 200 current and retired NPS employees (men and women). At the time of her death in August 1979 her project was incomplete, but Heather Huyck, with the support of Director Whalen and many others, has taken steps to ensure that this project is completed. The Conference was dedicated to the memory of Dorothy Boyle Huyck and her work.

". . . As NPS women, we underestimate our history just as we sometimes underestimate ourselves. We have been part of the Park Service for a very long time. We *have* been here. Our contributions have been as diverse as we have been. We have been elevator cable greasers at Carlsbad, underwater archeologists, secretaries, museum curators, rangers, editors, maintenance-women, wastewater treatment operators, nurses and river safety experts. Old photographs show us on our horses, with our cross-country skiis, and swimming in lakes. Many of the activities some people are still uncertain whether women *should* perform *were* performed long ago. Marguerite Lindsley Arnold rode her motorcycle from Philadelphia where she was working on her M.A. in microbiology to the gate of Yellowstone in 1926. (She admitted that the trip was more difficult than expected.) Isabelle Story's single engine plane stalled above the Grand Canyon . . . she was able to glide it safely to the other rim.

". . . The first woman ranger, Claire Marie Hodges, was hired at Yosemite on May 12, 1918.

". . . Isabelle Storey shaped much of the early publicity about the Service. Other women wrote definitive works on various parks, geology and botany. Jean Pinckley made some of her greatest contributions as an archeologist at Mesa Verde and Pecos. Gertrude Cooper at Vanderbuilt was the first female superintendent—in 1940.

". . . Our numbers have never been great. Until the past decade we were hired because we were exceptional

individuals, sometimes in spite of our being female. During the early years—the 20s—women such as Enid Michael at Yosemite, Marguerite Lindsley Arnold at Yellowstone, Margaret Boos and Ruth Ashton Nelson at Rocky Mountain and Pauline Meade Patraw at Grand Canyon made significant contributions to scientific research and interpretation. During World War II, with many NPS men in the armed forces, women served as firewatchers, plane spotters and gate checkers. They performed numerous other duties. After the War we continued in two primary roles—as administrative support and as individual professionals.

"We made our contributions in spite of the Civil Service Great Depression rulings from 1932 to 1938 that only one member of a family could work for the Federal Government, or the lack of veteran's preference for most women following the Second World War. We made our contributions in spite of prevailing attitudes that women didn't need to work, or shouldn't work or couldn't work. . . .

". . . Many of the issues faced by the early women are still with us today. We are both females and NPS employees. Each affects the other. We have been a part of the Service a long time and we have made valuable contributions to it. We need to discover those contributions and our own history. We still have a lot to learn . . . It is now our responsibility to complete Dorothy Boyle Huyck's work, to continue her goals, to ask the hard questions and to find the creative answers. Through Director Whalen's support, this conference is an opportunity for us to begin to fulfill her wishes *for us.* Let us start now."

(Editor's Note: Women in the NPS are grateful to our Equal Opportunity Office for arranging to have Ms. Huyck detailed to their office so she could do the necessary research for these remarks and the continuation of her mother's work.)

First woman ranger, Claire Marie Hodges, Yosemite NP (1918).

First woman superintendent, Gertrude Cooper, Vanderbuilt Mansion NHS (front, 6th from left); and Isabelle Storey, NPS Editor (5th from right), pose with NPS and other Interior Department officials (early '40s).

Archeologist Jean Pinckley, Pecos NM (1940).

Ranger-Naturalist Margaret Lindsley, Yellowstone NP (1921).

Nurse-Guide Olive Johnson, Carlsbad NP (early '40s).

NPS Director says recommendations are positive and implementable

NPS Director Whalen not only demonstrated his commitment to improving the status of women before the conference, which he himself called, but during and after the conference as well. Excerpts from speeches he and Deputy Director Hutchison gave at the final evening of the conference illustrate their commitment. And, Assistant Secretary Herbst also shared his thoughts about the first NPS Women's Conference with participants on the opening evening of the conference.

Director Whalen (on right) and Deputy Director Hutchison listen as the women give their recommendations.

". . . I could never be more proud to be associated with the National Park System than I am this evening, and I look forward to continuing good relationships . . . As you were going through all of your recommendations, I couldn't help but think that they were exactly what I asked for. I asked for positive ones, I asked for ones that were implementable. And really, as I listened to them all, I didn't hear of anything there that was not positive and didn't hear of anything that was not implementable in some way, shape or form. Maybe a little more than you had hoped, maybe not as much, but implementable . . . You asked for a conference in a year. I'll do you one better. We'll have a mini-conference, made up of maybe a third of this group, in 6 months. Then we will come back in a year and see how we are going with the more or less full body . . . I do want to say, from the bottom of my heart, that I couldn't have asked for anything better than what came back to me tonight (in the way of a conference report) . . . I believe very strongly in the open-door policy and the policy that is a result of the Nancy Garretts and the Priscilla Bakers and the Lorraine Mintzmyers of this Service, that a lot more women are going to have a lot more opportunities. In my small way that is what I can do at the very top, is to place deserving women in jobs. Now I use the word deserving and I mean by this, that I will place any deserving woman in any job, and she is going to have to deserve the job after she gets it and prove that she can do it just as any man would have to. . . ."

Bill Whalen,
Director,
National Park Service.

Deputy Director offers his commitment and assistance

". . . I, too, feel strongly about what has happened . . . I feel privileged to have been a part of the process and of this evening's event. Properly described, it's a very significant event . . . I think I could only add to it by renewing to each one of you publicly my continuing commitment to what you are all about, because it is what I am all about. And if there is any way, as you proceed to respond to yourselves, or respond to the Director, or to respond to your committees, that I can help, feel free to call upon me for any kind of assistance you feel I can render. . . ."

Ira Hutchison,
Deputy Director,
National Park Service.

Assistant Secretary Herbst offers encouragement to the participants

Assistant Secretary Herbst.

". . . Women in the National Park Service have had a proud tradition of excellent service and, hopefully, this will be the start of an even prouder renewal of that tradition . . . I have a special interest and concern in the advancement of women as well as men in meaningful and challenging employment, regardless of race or creed. . . ."

Bob Herbst,
Assistant Secretary for
Fish and Wildlife and Parks.

NPS Regional directors agree: women's conference a great beginning

Regional Director Richard Stanton.

"The conference, I feel, gave the delegates a chance to tell the Park Service what was on their minds. This give-and-take, in turn, produced a variety of recommendations to the Director. The meeting, I feel, was first rate—there is a lot of good talent out there."

Richard Stanton,
Regional Director,
Mid-Atlantic Region.

"My most vivid impression of the Women's Conference was the diligent and the competent manner in which business was conducted. The recommendations were creative and feasible."

Glen Bean,
Regional Director,
Rocky Mountain Region.

"Women have presented a challenge to the Service to provide more opportunities for them, and I believe we will rise to this call. As these opportunities present themselves, they must prepare themselves so that they are in a position to accept and succeed in these new positions.

J.L. Dunning,
Regional Director,
Midwest Region.

"A very gratifying aspect of the conference was the leadership and commitment exhibited by the Director in holding the conference and his immediate, responsive reaction to the recommendations. The positive, committed efforts of the conferees were a joy to behold and made me prouder than ever to be a woman."

Lorraine Mintzmyer,
Regional Director,
Southwest Region.

"The Women's Conference was long overdue in the National Park Service. The delegates were very impressive in the way they made their presentations to Director Whalen and his staff—a very professional approach to major concerns of the National Park Service . . . a fine beginning to build upon in future conferences."

Joe Brown,
Regional Director,
Southeast Region.

"The women are to be commended for their approach to the conference and the very positive direction they gave to their recommendations. Equally important, they handled unusual and sensitive situations in a way that brought unity as well as respect. Thus, as they dealt with their own affairs they showed their ability to handle challenging job-related positions. Overall, they made a very positive contribution to improving the Service's personnel management program."

Howard Chapman,
Regional Director,
Western Region.

Regional Director Howard Chapman.

"This is a very impressive program well thought out and presented to us with a high degree of professionalism. The goals are attainable and the proposed processes are practical, and are certain to be of value for the National Park System for many years to come."

Russ Dickenson,
Regional Director,
Pacific Northwest Region.

"I am proud. Not only did the women of the National Capital Region distinguish themselves during the conference, they were given an opportunity to share their views and concerns with other contemporaries throughout the Service. It is important, too, to the National Park Service that this first-time conference in our history has embarrassed a few of us, and a voice too often ignored or taken for granted in the past has been heard."

Jack Fish,
Regional Director,
National Capital Region.

U.S. Department of the Interior
Secretary Cecil D. Andrus
Assistant Secretary for Fish and Wildlife and Parks
Robert L. Herbst

National Park Service
Director William J. Whalen
Deputy Director Ira J. Hutchison
Chief, Office of Public Affairs, Priscilla R. Baker

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Barbara Clark, Chief, Environmental Education Division, (standing) speaks to workshop group.

Priscilla Baker, Chief, Office of Public Affairs, speaks at the conference.

Joyce Robinson, clerical assistant in the Director's Office at the podium.

Regional Director Lorraine Mintzmyer talks with participants.

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