

Withdrawal/Redaction Sheet

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. letter	From: Suellen Johnson, To: Amy Zisook, Re: Juvenile Diabetes Foundation Dinner [partial] (1 page)	3/30/94	b(6)

COLLECTION:

Clinton Presidential Records
First Lady's Office
Liz Bowyer
OA/Box Number: 3986

FOLDER TITLE:

[HRC Daily File] May 4, 1994, Miscellaneous

2014-0483-S

sb418

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

5/4/94

PHOTOCOPY
PRESERVATION

Miscellaneous 5/4/94

U.S. Department of Labor

Office of the Secretary
Women's Bureau
Washington, D.C. 20210



TO: Anne Bartley
Melan Vereer

FR: Karen Nussbaum *KN*

RE: Opportunity to Reach Out to Working Women

DT: April 14, 1994

Attached please find a summary of our outreach campaign,
Working Women Count! Our momentum is fantastic --

- o the questionnaire will reach between 9 and 15 million women;

- o major businesses, women's magazines, unions, and hundreds of grassroots organizations will participate;

- o a national one-week media tour to Atlanta, Milwaukee, Denver and San Francisco should generate great press.

This is an excellent way to demonstrate this administration's concern about the nation's 58 million working women and to develop working relationships with important private sector partners.

Our kick-off is May 5 -- it would be ideal to have the press conference at the White House with the participation of the President or First Lady. We can, of course, be flexible about date and time.

Anything you can do to help us secure the interest of the White House would be greatly appreciated. We are also talking to Joan Baggett and Alexis Herman.

Item for

#

1
To Liz Banger

April 14, 1994

OPPORTUNITY TO REACH OUT TO WORKING WOMEN

SUMMARY:

The Women's Bureau has found in the last year that women care deeply about issues on the job: health care, child care, equity to name a few. To give voice to these concerns, to demonstrate this Administration's leadership, and to actively work with hundreds of private partners, the Women's Bureau at the Department of Labor is launching Working Women Count!

THE CAMPAIGN:

On May 5, 1994 at 9am the Women's Bureau at the Department of Labor will be launching Working Women Count!, a national outreach campaign designed to demonstrate that this Administration cares about what women think about their jobs. The centerpiece of the campaign is a short questionnaire (attached) that asks women what they like about their jobs, what they don't like, and what they'd like to change.

We are working with magazines (e.g. Working Woman and Essence), businesses (e.g. The Body Shop, Reynolds Aluminum), labor unions (e.g. SEIU, Steelworkers), women's organizations (e.g. YWCA, BPW), and hundreds of grassroots organizations to distribute the questionnaire -- to date we have commitments to distribute 9 million copies of the questionnaire -- and that number to continue to grow. While only a portion of the women who receive the questionnaire will respond, the broad distribution will demonstrate our commitment to hearing directly from working women, a powerful constituency of 58 million.

Our kick-off event will be an excellent opportunity for President or Mrs. Clinton to speak directly to women. We are currently planning to launch Working Women Count! at a press conference here at the Department of Labor with Karen Nussbaum, Secretary Reich, members of the Congressional Caucus on Women's Issues (early endorsers of the project), representative working women, and leaders of the organizations who are distributing the survey.

We would be happy to include the President or Mrs. Clinton in our event here, or to change the time and location of the event to accommodate their schedules. We are open to any suggestions you may have to alter this event so we can coordinate with the White House.

ATTACHMENTS: List of confirmed partners

List of potential partners who have expressed an interest but not yet committed

U.S. Department of Labor

Office of the Secretary
Women's Bureau
Washington, D.C. 20210



TO: Joan Baggett
Anne Bartley
Susan Brophy
Alexis Herman
Doris Matsui
DeeDee Myers
Jack Quinn
Ricki Seidman
Steve Silverman
Chris Varney
Maggie Williams

FR: Karen Nussbaum *KN*

RE: Update on **Working Women Count!**

DT: April 28, 1994

As we looked through early returns of our questionnaires yesterday (we've gotten about 1,000 back so far), **we were struck by the intensity of women's reactions to the two questions about health care benefits**--the responses clearly indicate that women rank health care benefits at the top of work place issues they care about.

I've attached a few samples just to give you an idea of what we're seeing. **We are eager to work with you to structure this event at the White House next week so that it fits in with you plans to reach out to women about health care.**

We also have an incredible list of 212 partners on board for the kick-off:

- 20 businesses (e.g. McDonalds, NYNEX and Reebok)
- 36 local and national unions (e.g. SEIU, CWA and UFCW)
- 12 media outlets (e.g. Essence, Working Woman, & Lifetime)
- 38 nat'l organizations (e.g. YWCA, Planned Parenthood, BPW)
- 106 local organizations (e.g. 9to5 locals, YWCA affiliates)

Between them, they have committed to distribute **over 12 million** copies of our questionnaire, and the list grows daily. A current copy is attached.

The Congressional Caucus for Women's Issues was an early supporter of the project. We just invited all Senators and Members of Congress to join us as partners, and will reach out to governors and mayors as well.

Please call me or Mimi Castaldi as soon as you can to discuss options. Thank you very much.

Karen Nussbaum: 202-219-6611 (work); 202-756-0855 (home)
Mimi Castaldi: 202-219-6611 (work); 202-543-0250 (home)

Businesses:

Allstate Insurance (Northbrook, IL)
Asian Business Cooperative (Los Angeles, CA)
Au Bon Pain Co., Inc.
Boston Federal Savings Bank
ConAgra, Inc. (Omaha, NE)
The Body Shop
First Interstate Bank (Seattle, WA)
Henry Vogt Machine Company (Louisville, KY)
Household International, Inc. (Prospect Hts, IL)
Kaiser Foundation Health Plan (Oakland, CA)
McDonald's Corporation
NYNEX (White Plains, NY)
Philips Electronics (New York, NY)
Reebok, International
Reynold's Metals Company (Richmond, VA)
Skadden, Arps, Slate, Meagher and Flom (Boston, MA)
The Ceridian Corporation (Minneapolis, MN)
Walt Disney World Corp., Casting Department

Members of Congress:

Congresswoman Cynthia McKinney

Unions:

ACTWU
ACTWU (Mt. Morris, PA)
American Fed. of Government Employees
American Federation of Teachers
AFSCME
Association of Flight Attendants
Bakery, Confectionery, Tobacco
CLUW
Communication Workers of America
CWA Loc 2001 (Charleston, WV)
Construction and General Laborers' Lo.1353 (WV)
District 925, SEIU (Cleveland, OH)
District 1199, SEIU (Huntington, WV)
Independent Fed. of Flight Attendants
Int'l Assoc. of Machinists, Lo. 2339
(Commerce City, CO)
Int'l Chemical Workers Union (Akron, OH)
Int'l Ladies Garment Workers
Int'l Union of Operating Engineers
Int'l Women's Writing Guild
Laborers
New Mexico Federation of Labor
The Newspaper Guild
Nationals Postal and Mailhandlers Union
OPEIU

Operating Engineers
Nat'l Air Traffic Controllers Association
New Jersey Nurses Union
Retail, Wholesale and Dept. Store Union
Service Employees International Union
Transportation Communications Intn'l Union
Union Privilege
United Food and Commercial Workers
United Steelworkers Union
West VA Federation of Teachers
Writers' Guild of America East, Inc.

Magazines/Publications/Broadcast media:

Chicago Tribune
Carol Kleiman, syndicated columnist
(column will not include questionnaire)
Lifetime Television
Family Circle
Working Woman Magazine
Working Mother Magazine
Essence Magazine
McCall's
Ms. Magazine
Today's Dallas Woman
Women's Enterprise

National Organizations:

9 to 5, National Assoc. of Working Women
American Agri Women
American Business Women's Association
American Jewish Congress for Women's Equality
American Women's Economic Development Corp.
Association of Part-Time Professionals
Association for Union Democracy
Business and Professional Women, Inc.
Businesses for Social Responsibility
Center for Policy Alternatives
International Women's Writing Guild
National Chamber of Commerce for Women
Nat'l Assoc. for Female Executives
Nat'l Assoc. Negro Bus. and Prof. Women's Clubs
Nat'l Black Nurses' Association, Inc.
Nat'l Assoc. of Women in Construction
Nat'l Chamber of Commerce for Women
Nat'l Employment Law Project
Nat'l Foundation for Women Business Owners
Nat'l Immigration Law Project
National Human Resources Association
(formerly International Assoc. for Personnel Women)

National Women's Conference Center
The Feminist Majority
The North American Council for Muslim Women
Pension Rights Center/Women's Project
Planned Parenthood Federation of America
Soroptimist International of America
Wider Opportunities for Women
Women In Communications, Inc.
Women in Management
Women Work! Nat'l Network of Women's Employment
(number of programs)
Women's Division, United Methodist Church
Women's National Democratic Club
YWCA of the U.S.A. (will mail to over 400 affiliates)
Zeta Phi Alpha Sorority
Zonta International

Local/State Organizations:

9 to 5 (DC Network)
9 to 5 (Chicagoland)
9 to 5 (Long Island, NY)
Alaska Department of Education
Arizona Department of Transportation
Arizona Governor's Office for Women
BPW (Dallas, TX)
BPW (Dogwood City - Atlanta, GA)
Bloomington Human Rights Commission (IN)
Broward County Women Lawyers' Association
California Women's Law Center (Los Angeles, CA)
Carolina Alliance for Fair Emplymnt. (Greensville, SC)
Center for Economic Options, Inc. (Charleston, WV)
Chicago Women in Trades
Chrysalis, A Center for Women (Minneapolis, MN)
CLUW (Kent County, Michigan)
CLUW (Nevada)
CLUW (North Central West Virginia)
Colorado Women's Chamber of Commerce
Connecticut Commission of the Status of Women
CT Women's Education & Legal Defense Fund
Community Outreach Counseling Program (Kansas City)
Cornell-ILR/Trade Union Women's Studies Program
Cornell University, Institute for Women and Work
EOA Washington County (Fayetteville, AR)
Farm Workers' self Help (Dade City, FL)
Fuerza Unida, Inc. (San Antonio, TX)
Garment Worker's Justice Center, ILGWU (New York, NY)
Girl's Incorporated
Greater Dallas Chamber of Commerce
(Women's Business Issues Division)
Greensboro Commission on Status of Women
HELP of Southern Nevada (Las Vegas, NV)
Idaho Human Rights Commission

Iowa Commission on the Status of Women
Jobs for Mississippi Graduates, Inc.
Kentucky Cabinet for Economic Development
Kentucky Labor Cabinet
Kentucky Tourism Cabinet
Kentucky Workforce Development Cabinet
Knoxville Women's Center
Labor/Mgmt. Council (Kansas City, Missouri)
Last Monday Club (Oakland, CA)
Legal Aid Society of San Francisco
Louisiana Governor's Office of Women's Services
Mabel Wadsworth Women's Health Center (Bangor, ME)
Maryland Commission on Human Relations
Metro. Women's Organizing Project (Washington, DC)
Nebraska Department of Labor
Networking Project for Young Adults w/ Disabilities
Nevada CLUW (Las Vegas, NV)
New Hampshire Nurses' Assoc.
New Ways to Work (San Francisco, CA)
Nontraditional Employment for Women (NY)
North Carolina Equity
Northern New England Tradeswomen
NOW (Kansas City Urban Chapter)
One Small Step-Bay Area Employer Work Family Coal.
Pennsylvania Commission for Women
Philadelphia Unemployment Project
Project Equality, Inc. (Kansas City, MO)
Radcliffe College Career Services (Cambridge, MA)
Resource Center for Women (Largo, FL)
Rhode Island Working Women
Rocky Mountain Tradeswomen Network (Broomfield, CO)
Sorooptimist International of Boise
Tarrant Co. Asian American Chamber of Commerce (TX)
The Center for Women (Tampa, FL)
The Helping Hands Center (Silver City, NC)
Topeka Mayor's Commission on the Status of Women
Transitions: Maine Displaced Homemakers Program
Tucson Black Women's Task Force
Tulsa Mayor's Commission on the Status of Women
Turning Point (Delta, UT)
Univ. of Iowa Pre Vocational Training Program
Univ. of Maine Women's Resource Center
Vermont Governor's Commission on Women
Vietnamese Fisherman Assoc. of Am. (Oakland, CA)
Visiting Nurse Assoc. of South Central CT.
Wellesley College Ctr. for Research (Wellesley, MA)
Wichita Commission on the Status of Women
Women Involved in Giving Support (WINGS-Troy, MI)
Wisconsin Women's Council
Women's Action Alliance (New York, NY)
Women Against Sexual Harassment (Gladstone, NJ)
Women Employed (Chicago, IL)
Women Empowered (Kansas City, MO)
Women On the Job (Port Washington, NY)

Women's Employment Network (Kansas City, MO)
Women's Building (San Francisco)
Women in Management (Chicago, IL)
Women's Information Network (DC)
Women's Law Fund (Cleveland, OH)
Women's Leadership Center (Delaware)
Women's Resource Agency (Colorado Springs, CO)
Women's Resource Network (Shawnee Mission, KS)
Women Unlimited (Augusta, ME)
Wyoming Dept. of Education
Wyoming P.A.R.E.N.T. (Cheyenne, WY)
YWCA (Albuquerque, NM)
YWCA (Greater Milwaukee)
YWCA (Kansas City, Missouri)
YWCA (Memphis, TN)
YWCA (Racine, WI)

WORKING

WOMEN

COUNT!

**A National Questionnaire
Sponsored by the Women's Bureau
U.S. Department of Labor
and
The Body Shop**

Today, 58 million women hold paid jobs in America. This is the largest number of working women today in our history and the number continues to grow. If you're one of these women, the Women's Bureau at the U.S. Department of Labor wants to know what you think about your job — how to make it better. Please answer this questionnaire and return it to the address below. As a working woman, your voice counts! Thanks for your help.

1) Would you describe your main work for pay as :

- ☐ Clerical/support (secretary, receptionist, clerical supervisor, computer operator, stock clerk, insurance investigator)
- ☐ Craft/repair (mechanic, electric/electronic repair, plumber, painter)
- ☐ Executive or manager (financial manager, buyer, marketing manager, accountant, auditor)
- ☐ Farming, forestry, or fishing
- ☐ Homemaker
- ☐ Operator/Fabricator (machine operator, packaging and filling machine operator)
- ☒ Professional (teacher, lawyer, computer scientist, doctor, RN)
- ☒ Sales (sales supervisor, cashier, sales representative)
- ☐ Service (protective service, childcare, food service, health aid, hairdresser)
- ☐ Technical (LPN, computer programmer, legal assistant, dental hygienist)
- ☐ Transportation (motor vehicle operator, truck or tractor operator)

2) How many paid jobs do you have? 2

3) How many hours a week do you work for pay? it varies : 20-50.

4) The things I like most about my job are: (pick up to 3)

- | | |
|--|---|
| ☐ I have good benefits | ☒ I am productive |
| ☒ My hours are flexible | ☐ My job is secure |
| ☐ I have job training opportunities | ☐ I like what I do |
| ☐ I have the authority I need to get the job done | ☐ I get paid well |
| ☐ I enjoy the company of my co-workers | ☐ I learn new things |
| ☐ I like working as part of a team | ☐ other: _____ |

5) Are any of the following issues a problem for you at work?
(If so indicate how serious a problem it is. If not, check "doesn't apply")

	one of the most serious	very serious	somewhat serious	not very serious	not at all serious	doesn't apply
A. I don't get paid what I think my job is worth	☒					
B. I need better benefits	☒					
C. I work too many hours						☒
D. I worry about losing my job					☒	☒
E. I don't have the flexibility to meet family responsibilities					☒	
F. I am under too much stress			☒			
G. I do not have the skills to get a better job					☒	
H. It's hard to find quality child or elder care that I can afford						☒
I. I have lost a job or a promotion because of his/her race or sex						☒
J. I know someone who has lost a job/promotion because his/her race						☒
K. I suffer other problems at my job (please explain)						

LACK OF INTELLECTUAL STIMULI.

WORKING WOMEN COUNT!

6) How do you feel about your job overall?

- ☐ I love it
☐ I like it
☒ It's OK
☐ I dislike it
☐ It's totally miserable

7) Please rate the following aspects of your job:

	Excellent	Good	Fair	Poor	None	Doesn't Apply
pay	☒	☐	☐	☒	☐	☐
flexible schedule	☒	☐	☐	☐	☒	☐
health care benefits	☐	☐	☐	☐	☒	☐
pension/retirement funds	☐	☐	☐	☐	☒	☐
vacation	☐	☐	☐	☐	☐	☒
sick leave	☐	☐	☐	☐	☐	☒
ability to advance	☐	☐	☐	☒	☐	☐
challenging & interesting	☐	☐	☐	☐	☒	☐
job security	☐	☐	☐	☐	☐	☒
training	☐	☐	☐	☐	☐	☒
support for family responsibilities	☐	☐	☐	☐	☐	☒

8) Here's a list of changes that might provide you with a better workplace. Please let us know how important each item is by ranking it 0 (not important) to 10 (very important to you).

- 8 More flexible hours
3 Information about or support for child or dependent care
7 Insuring equal opportunity in the workplace
5 Paid leave to care for newborns or seriously ill relatives
6 On-the-job training opportunities to learn new skills
4 Student loans for courses that would give me new job skills
9 Health care insurance for all employees (PART-TIME + contingent Included!!)
10 Improving pay scales
 Other: _____

9) If you could tell President Clinton one thing about what it's like to be a working woman, what would it be?

Many women are smarter and more capable than many men and should be given better jobs with more prestige and more money. Most women executives are more

10) What is your age? 27

level-headed than their male counterparts; They have a

11) What is the highest level of education you've completed?

- ☐ less than high school
☐ high school diploma or GED
☐ some college or technical school
☒ college degree (e.g. associate or bachelor)
☐ postgraduate degree (e.g. medical, law, MS, MA, PHD)

tendency to be more logical/rational.

WORKING WOMEN COUNT!

12) How much do you earn each year?

- ☐ less than \$9,999
☒ \$10,000-\$24,999
☐ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

AMAZING FOR SOMEONE WITH AN IQ OF 142!
 (PATHETIC" IS A BETTER DESCRIPTION

13) What is your total household income before taxes?

- ☐ less than \$9,999
☒ \$10,000-\$24,999
☐ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

14) Are you:

- ☐ living with someone
☐ married
☒ single, divorced, separated or widowed

15) Do you have children under the age of 18 living at home?

- ☐ yes (how many? _____; age of youngest? _____)
☒ no

16) What state do you live in? CALIFORNIA

17) Just to make sure we're hearing from people of all races; could you indicate your racial designation:

- ☒ white
☐ black
☐ Asian
☐ native American
☐ other _____

18) What is your ethnic origin?

☐ Hispanic

☒ Other GERMAN / DANISH

Please return the survey to:

**The Body Shop
 Attn: Survey
 45 Horsehill Rd
 Cedar Knolls NJ 07927**

WOMEN'S BUREAU
Working for Working Women

Karen Nussbaum, Director, Women's Bureau



U.S. Department of Labor

Robert B. Reich, Secretary

WORKING

WOMEN

COUNT!

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Today, 58 million women hold paid jobs in America. This is the largest number of working women today in our history and the number continues to grow. If you're one of these women, the Women's Bureau at the U.S. Department of Labor wants to know what you think about your job — how to make it better. Please answer this questionnaire and return it to the address below. As a working woman, your voice counts! Thanks for your help.

1) Would you describe your main work for pay as :

- ☐ Clerical/support (secretary, receptionist, clerical supervisor, computer operator, stock clerk, insurance investigator)
- ☐ Craft/repair (mechanic, electric/electronic repair, plumber, painter)
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- ☐ Farming, forestry, or fishing
- ☐ Homemaker
- ☐ Operator/Fabricator (machine operator, packaging and filling machine operator)
- ☒ Professional (teacher, lawyer, computer scientist, doctor, RN)
- ☐ Sales (sales supervisor, cashier, sales representative)
- ☐ Service (protective service, childcare, food service, health aid, hairdresser)
- ☐ Technical (LPN, computer programmer, legal assistant, dental hygienist)
- ☐ Transportation (motor vehicle operator, truck or tractor operator)

2) How many paid jobs do you have? 1

3) How many hours a week do you work for pay? 35

4) The things I like most about my job are: (pick up to 3)

- | | |
|--|--|
| ☐ I have good benefits | ☐ I am productive |
| ☒ My hours are flexible | ☐ My job is secure |
| ☐ I have job training opportunities | ☒ I like what I do |
| ☐ I have the authority I need to get the job done | ☐ I get paid well |
| ☒ I enjoy the company of my co-workers | ☐ I learn new things |
| ☐ I like working as part of a team | ☐ other: _____ |

5) Are any of the following issues a problem for you at work?
(If so indicate how serious a problem it is. If not, check "doesn't apply")

	one of the most serious	very serious	somewhat serious	not very serious	not at all serious	doesn't apply
A. I don't get paid what I think my job is worth				☒		
B. I need better benefits			☒			
C. I work too many hours						☒
D. I worry about losing my job					☒	
E. I don't have the flexibility to meet family responsibilities						☒
F. I am under too much stress			☒			
G. I do not have the skills to get a better job						☒
H. It's hard to find quality child or elder care that I can afford				☒		
I. I have lost a job or a promotion because of his/her race or sex						☒
J. I know someone who has lost a job/promotion because his/her race						
K. I suffer other problems at my job (please explain) _____						

WORKING WOMEN COUNT!

6) How do you feel about your job overall?

- ☒ I love it
☐ I like it
☐ It's OK
☐ I dislike it
☐ It's totally miserable

7) Please rate the following aspects of your job:

	Excellent	Good	Fair	Poor	None	Doesn't Apply
pay		☒				
flexible schedule	☒					
health care benefits			☒			
pension/retirement funds			☒			
vacation	☒					
sick leave		☒				☒
ability to advance	☒					
challenging & interesting		☒				
job security						☒
training						
support for family responsibilities			☒			

8) Here's a list of changes that might provide you with a better workplace. Please let us know how important each item is by ranking it 0 (not important) to 10 (very important to you).

- 0 More flexible hours - *because I have this. If not, it would rank 10.*
5 Information about or support for child or dependent care
8 Insuring equal opportunity in the workplace - *I have this. If I did not, it would rank 10.*
3 Paid leave to care for newborns or seriously ill relatives
0 On-the-job training opportunities to learn new skills
0 Student loans for courses that would give me new job skills
10 Health care insurance for all employees
8 Improving pay scales
 Other: _____

9) If you could tell President Clinton one thing about what it's like to be a working woman, what would it be?

Labor laws should not allow forced overtime when the employee does not find out about the overtime until the day it occurs. Too late to arrange for extended child care.

10) What is your age? 39

11) What is the highest level of education you've completed?

- ☐ less than high school
☐ high school diploma or GED
☐ some college or technical school
☒ college degree(e.g. associate or bachelor)
☒ postgraduate degree(e.g. medical, law, MS, MA, PHD)

**WORKING
WOMEN
COUNT!**

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☒ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

13) What is your total household income before taxes?

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☐ \$25,000-\$49,999
☐ \$50,000-\$74,999
☒ \$75,000 or more

14) Are you:

- ☐ living with someone
☒ married
☐ single, divorced, separated or widowed

15) Do you have children under the age of 18 living at home?

- ☒ yes (how many? 2 : age of youngest? 5)
☐ no

16) What state do you live in? Pennsylvania

17) Just to make sure we're hearing from people of all races; could you indicate your racial designation:

- ☒ white
☐ black
☐ Asian
☐ native American
☐ other

18) What is your ethnic origin?

☐ Hispanic

☒ Other European

Please return the survey to:

**The Body Shop
Attn: Survey
45 Horsehill Rd
Cedar Knolls NJ 07927**

WOMEN'S BUREAU
Working for Working Women

Karen Nussbaum, Director, Women's Bureau



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- ☒ Professional (teacher, lawyer, computer scientist, doctor, RN)
- ☐ Sales (sales supervisor, cashier, sales representative)
- ☐ Service (protective service, childcare, food service, health aid, hairdresser)
- ☐ Technical (LPN, computer programmer, legal assistant, dental hygienist)
- ☐ Transportation (motor vehicle operator, truck or tractor operator)

2) How many paid jobs do you have? 2

3) How many hours a week do you work for pay? 50-55

4) The things I like most about my job are: (pick up to 3)

- | | |
|---|--|
| ☐ I have good benefits | ☐ I am productive |
| ☐ My hours are flexible | ☐ My job is secure |
| ☐ I have job training opportunities | ☒ I like what I do |
| ☒ I have the authority I need to get the job done | ☐ I get paid well |
| ☒ I enjoy the company of my co-workers | ☐ I learn new things |
| ☐ I like working as part of a team | ☐ other: _____ |

5) Are any of the following issues a problem for you at work?

(If so indicate how serious a problem it is. If not, check "doesn't apply")

	one of the most serious	very serious	somewhat serious	not very serious	not at all serious	doesn't apply
A. I don't get paid what I think my job is worth	☒					
B. I need better benefits			☒			
C. I work too many hours				☒		
D. I worry about losing my job				☒		
E. I don't have the flexibility to meet family responsibilities				☒		
F. I am under too much stress			☒			
G. I do not have the skills to get a better job						☒
H. It's hard to find quality child or elder care that I can afford						☒
I. I have lost a job or a promotion because of his/her race or sex						☒
J. I know someone who has lost a job/promotion because his/her race						☒
K. I suffer other problems at my job (please explain)						

WORKING

WOMEN

COUNT!

6) How do you feel about your job overall?

- ☐ I love it
☒ I like it
☐ It's OK
☐ I dislike it
☐ It's totally miserable

7) Please rate the following aspects of your job:

	Excellent	Good	Fair	Poor	None	Doesn't Apply
pay	—	—	✓	✓	—	—
flexible schedule	—	—	✓	—	—	—
health care benefits	—	✓	—	—	—	—
pension/retirement funds	—	✓	—	—	—	—
vacation	—	✓	—	—	—	—
sick leave	—	✓	—	—	—	—
ability to advance	—	—	—	—	✓	—
challenging & interesting	—	✓	—	—	—	—
job security	—	✓	—	—	—	—
training	—	—	—	✓	—	—
support for family responsibilities	—	—	—	—	—	✓

8) Here's a list of changes that might provide you with a better workplace. Please let us know how important each item is by ranking it 0 (not important) to 10 (very important to you).

0	More flexible hours
0	Information about or support for child or dependent care
0	Insuring equal opportunity in the workplace
0	Paid leave to care for newborns or seriously ill relatives
0	On-the-job training opportunities to learn new skills
0	Student loans for courses that would give me new job skills
0	Health care insurance for all employees
0	Improving pay scales
0	Other: <u>Career path - somewhere to go from here.</u>

9) If you could tell President Clinton one thing about what it's like to be a working woman, what would it be?

Pay scales need to meet minimum cost of living increases. It's hard to survive on a single persons salary.

10) What is your age? 30

11) What is the highest level of education you've completed?

- ☐ less than high school
☐ high school diploma or GED
☐ some college or technical school
☒ college degree(e.g. associate or bachelor)
☐ postgraduate degree(e.g. medical, law, MS, MA, PHD)

**WORKING
WOMEN
COUNT!**

12) How much do you earn each year?

- ☐ less than \$9,999
☒ \$10,000-\$24,999
☐ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

13) What is your total household income before taxes?

- ☐ less than \$9,999
☒ \$10,000-\$24,999
☐ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

14) Are you:

- ☐ living with someone
☐ married
☒ single, divorced, separated or widowed

15) Do you have children under the age of 18 living at home?

- ☐ yes (how many? _____; age of youngest? _____)
☒ no

16) What state do you live in? Virginia

17) Just to make sure we're hearing from people of all races; could you indicate your racial designation:

- ☒ white
☐ black
☐ Asian
☐ native American
☐ other _____

18) What is your ethnic origin? _____ Hispanic _____ Other _____

Please return the survey to:

**The Body Shop
Attn: Survey
45 Horsehill Rd
Cedar Knolls NJ 07927**



Ms. Anne M. Durica
618 Greenbrier Ct. Apt. 301
Fredericksburg, VA 22401

WOMEN'S BUREAU
Working for Working Women

Karen Nussbaum, Director, Women's Bureau



**U.S. Department of Labor
Robert B. Reich, Secretary**

WORKING WOMEN COUNT!

A National Questionnaire
Sponsored by the Women's Bureau
U.S. Department of Labor
and
The Body Shop

Today, 58 million women hold paid jobs in America. This is the largest number of working women today in our history and the number continues to grow. If you're one of these women, the Women's Bureau at the U.S. Department of Labor wants to know what you think about your job — how to make it better. Please answer this questionnaire and return it to the address below. As a working woman, your voice counts! Thanks for your help.

1) Would you describe your main work for pay as :

- ☒ Clerical/support (secretary, receptionist, clerical supervisor, computer operator, stock clerk, insurance investigator)
- ☐ Craft/repair (mechanic, electric/electronic repair, plumber, painter)
- ☐ Executive or manager (financial manager, buyer, marketing manager, accountant, auditor)
- ☐ Farming, forestry, or fishing
- ☐ Homemaker
- ☐ Operator/Fabricator (machine operator, packaging and filling machine operator)
- ☐ Professional (teacher, lawyer, computer scientist, doctor, RN)
- ☐ Sales (sales supervisor, cashier, sales representative)
- ☐ Service (protective service, childcare, food service, health aid, hairdresser)
- ☐ Technical (LPN, computer programmer, legal assistant, dental hygienist)
- ☐ Transportation (motor vehicle operator, truck or tractor operator)

2) How many paid jobs do you have? one

3) How many hours a week do you work for pay? 37.5

4) The things I like most about my job are: (pick up to 3)

- | | |
|--|---|
| ☒ I have good benefits | ☐ I am productive |
| ☐ My hours are flexible | ☐ My job is secure |
| ☐ I have job training opportunities | ☐ I like what I do |
| ☐ I have the authority I need to get the job done | ☒ I get paid well |
| ☐ I enjoy the company of my co-workers | ☐ I learn new things |
| ☐ I like working as part of a team | ☐ other: _____ |

5) Are any of the following issues a problem for you at work?
(If so indicate how serious a problem it is. If not, check "doesn't apply")

	one of the most serious	very serious	somewhat serious	not very serious	not at all serious	doesn't apply
A. I don't get paid what I think my job is worth			☒			
B. I need better benefits						☒
C. I work too many hours				☒		
D. I worry about losing my job	☒					
E. I don't have the flexibility to meet family responsibilities	☒					
F. I am under too much stress	☒					
G. I do not have the skills to get a better job			☒			
H. It's hard to find quality child or elder care that I can afford						☒
I. I have lost a job or a promotion because of his/her race or sex	☒					
J. I know someone who has lost a job/promotion because his/her race	☒					
K. I suffer other problems at my job (please explain)						

unflexible hours and demands. don't allow time off for doctor appts. etc w/o using vaca time.

WORKING WOMEN COUNT!

6) How do you feel about your job overall?

- ☐ I love it
☒ I like it
☐ It's OK
☐ I dislike it
☐ It's totally miserable

7) Please rate the following aspects of your job:

	Excellent	Good	Fair	Poor	None	Doesn't Apply
pay	—	✓	—	—	—	—
flexible schedule	—	✓	—	—	—	—
health care benefits	—	✓	—	—	—	—
pension/retirement funds	—	—	✓	—	—	—
vacation	—	—	—	✓	—	—
sick leave	—	—	—	✓	—	—
ability to advance	—	—	—	✓	—	—
challenging & interesting	—	—	—	✓	—	—
job security	—	—	✓	—	—	—
training	—	—	✓	—	—	—
support for family responsibilities	—	—	—	✓	—	—

8) Here's a list of changes that might provide you with a better workplace. Please let us know how important each item is by ranking it 0 (not important) to 10 (very important to you).

- 10 More flexible hours
 8 Information about or support for child or dependent care
 10 Insuring equal opportunity in the workplace
 0 Paid leave to care for newborns or seriously ill relatives
 5 On-the-job training opportunities to learn new skills
 10 Student loans for courses that would give me new job skills
 10 Health care insurance for all employees
 10 Improving pay scales
 Other: _____

9) If you could tell President Clinton one thing about what it's like to be a working woman, what would it be?

Employers do not understand the incredible burdens on working women, including family, household responsibilities, etc. I personally feel like a prisoner to my job.

10) What is your age? 24

11) What is the highest level of education you've completed?

- ☐ less than high school
☒ high school diploma or GED
☐ some college or technical school
☐ college degree (e.g. associate or bachelor)
☐ postgraduate degree (e.g. medical, law, MS, MA, PHD)

**WORKING
WOMEN
COUNT!**

12) How much do you earn each year?

- ☐ less than \$9,999
☒ \$10,000-\$24,999
☐ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

13) What is your total household income before taxes?

- ☐ less than \$9,999
☐ \$10,000-\$24,999
☒ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

14) Are you:

- ☒ living with someone
☐ married
☐ single, divorced, separated or widowed

15) Do you have children under the age of 18 living at home?

- ☐ yes (how many? _____; age of youngest? _____)
☒ no

16) What state do you live in? PA

17) Just to make sure we're hearing from people of all races; could you indicate your racial designation:

- ☒ white
☐ black
☐ Asian
☐ native American
☐ other _____

18) What is your ethnic origin? _____ Hispanic _____ Other _____

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WOMEN'S BUREAU
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Karen Nussbaum, Director, Women's Bureau



U.S. Department of Labor

Robert B. Reich, Secretary

WORKING

WOMEN

COUNT!

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- ☐ Executive or manager (financial manager, buyer, marketing manager, accountant, auditor)
- ☐ Farming, forestry, or fishing
- ☐ Homemaker
- ☐ Operator/Fabricator (machine operator, packaging and filling machine operator)
- ☒ Professional (teacher, lawyer, computer scientist, doctor, RN)
- ☐ Sales (sales supervisor, cashier, sales representative)
- ☐ Service (protective service, childcare, food service, health aid, hairdresser)
- ☐ Technical (LPN, computer programmer, legal assistant, dental hygienist)
- ☐ Transportation (motor vehicle operator, truck or tractor operator)

2) How many paid jobs do you have? 2

3) How many hours a week do you work for pay? 25

4) The things I like most about my job are: (pick up to 3)

- ☐ I have good benefits
- ☒ My hours are flexible
- ☐ I have job training opportunities
- ☐ I have the authority I need to get the job done
- ☐ I enjoy the company of my co-workers
- ☐ I like working as part of a team

- ☒ I am productive
- ☐ My job is secure
- ☒ I like what I do
- ☐ I get paid well
- ☐ I learn new things
- ☐ other: _____

5) Are any of the following issues a problem for you at work?

(If so indicate how serious a problem it is. If not, check "doesn't apply")

	one of the most serious	very serious	somewhat serious	not very serious	not at all serious	doesn't apply
A. I don't get paid what I think my job is worth	☒	☐	☒	☐	☐	☐
B. I need better benefits	☐	☐	☐	☐	☐	☐
C. I work too many hours	☐	☐	☐	☐	☐	☒
D. I worry about losing my job	☐	☐	☐	☐	☐	☒
E. I don't have the flexibility to meet family responsibilities	☐	☐	☒	☐	☐	☐
F. I am under too much stress	☐	☐	☒	☐	☐	☐
G. I do not have the skills to get a better job	☐	☐	☐	☐	☐	☒
H. It's hard to find quality child or elder care that I can afford	☐	☐	☐	☐	☐	☒
I. I have lost a job or a promotion because of his/her race or sex	☐	☐	☐	☐	☐	☒
J. I know someone who has lost a job/promotion because his/her race	☐	☐	☐	☐	☐	☒
K. I suffer other problems at my job (please explain)	☐	☐	☐	☐	☐	☒

**SOCIAL ATTITUDE TOWARD MY WORK PREJUDICIAL)
CONSIDERED "NON-CRITICAL," "NON-HIGH-TECH"**

WORKING

WOMEN

COUNT!

6) How do you feel about your job overall?

- ☒ I love it
☐ I like it
☐ It's OK
☐ I dislike it
☐ It's totally miserable

7) Please rate the following aspects of your job:

	Excellent	Good	Fair	Poor	None	Doesn't Apply
pay				☒		
flexible schedule	☒					
health care benefits					☒	
pension/retirement funds					☒	
vacation				☒	☒	
sick leave					☒	
ability to advance				☒		
challenging & interesting	☒					
job security	☒					
training		☒				
support for family responsibilities				☒		

8) Here's a list of changes that might provide you with a better workplace. Please let us know how important each item is by ranking it 0 (not important) to 10 (very important to you).

- 0 More flexible hours
1 Information about or support for child or dependent care
1 Insuring equal opportunity in the workplace
8 Paid leave to care for newborns or seriously ill relatives
9 On-the-job training opportunities to learn new skills
5 Student loans for courses that would give me new job skills
10 Health care insurance for all employees
9 Improving pay scales
 Other: _____

9) If you could tell President Clinton one thing about what it's like to be a working woman, what would it be?

AT 51 YEARS OF AGE, WITH 31 YEARS WORKING EXPERIENCE, IT HAS BEEN A DEMORALIZING EFFORT, WITH DWINDLING HOPES AND INCREASING FEARS.

10) What is your age? 51

11) What is the highest level of education you've completed?

- ☐ less than high school
☐ high school diploma or GED
☐ some college or technical school
☒ college degree(e.g. associate or bachelor)
☐ postgraduate degree(e.g. medical, law, MS, MA, PHD)

**WORKING
WOMEN
COUNT!**

12) How much do you earn each year?

- ☒ less than \$9,999
☐ \$10,000-\$24,999
☐ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

13) What is your total household income before taxes?

- ☒ less than \$9,999
☐ \$10,000-\$24,999
☐ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

14) Are you:

- ☐ living with someone
☐ married
☒ single, divorced, separated or widowed

15) Do you have children under the age of 18 living at home?

- ☐ yes(how many? _____; age of youngest? _____)
☒ no

16) What state do you live in? FLORIDA

17) Just to make sure we're hearing from people of all races; could you indicate your racial designation:

- ☒ white
☐ black
☐ Asian
☐ native American
☐ other _____

18) What is your ethnic origin? ☐ Hispanic ☒ Other MID-EUROPEAN

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U.S. Department of Labor

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WORKING WOMEN COUNT!

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- ☐ Executive or manager (financial manager, buyer, marketing manager, accountant, auditor)
- ☐ Farming, forestry, or fishing
- ☐ Homemaker
- ☐ Operator/Fabricator (machine operator, packaging and filling machine operator)
- ☐ Professional (teacher, lawyer, computer scientist, doctor, RN)
- ☐ Sales (sales supervisor, cashier, sales representative)
- ☒ Service (protective service, childcare, food service, health aid, hairdresser)
- ☐ Technical (LPN, computer programmer, legal assistant, dental hygienist)
- ☐ Transportation (motor vehicle operator, truck or tractor operator)

2) How many paid jobs do you have? 1

3) How many hours a week do you work for pay? 60+

4) The things I like most about my job are: (pick up to 3)

- | | |
|--|--|
| ☐ I have good benefits | ☐ I am productive |
| ☐ My hours are flexible | ☐ My job is secure |
| ☐ I have job training opportunities | ☒ I like what I do |
| ☐ I have the authority I need to get the job done | ☐ I get paid well |
| ☐ I enjoy the company of my co-workers | ☐ I learn new things |
| ☒ I like working as part of a team | ☐ other: _____ |

5) Are any of the following issues a problem for you at work?
(If so indicate how serious a problem it is. If not, check "doesn't apply")

	one of the most serious	very serious	somewhat serious	not very serious	not at all serious	doesn't apply
A. I don't get paid what I think my job is worth	☒					
B. I need better benefits			☒			
C. I work too many hours	☒					
D. I worry about losing my job					☒	
E. I don't have the flexibility to meet family responsibilities		☒				
F. I am under too much stress	☒					
G. I do not have the skills to get a better job					☒	
H. It's hard to find quality child or elder care that I can afford						☒
I. I have lost a job or a promotion because of his/her race or sex						
J. I know someone who has lost a job/promotion because his/her race		☒				
K. I suffer other problems at my job (please explain)						

I truly believe that I could have gotten a better job (more money, less hours) if I had been a man.

WORKING WOMEN COUNT!

6) How do you feel about your job overall?

- ☒ I love it
☐ I like it
☐ It's OK
☐ I dislike it
☐ It's totally miserable

7) Please rate the following aspects of your job:

	Excellent	Good	Fair	Poor	None	Doesn't Apply
pay	—	—	—	☒	—	—
flexible schedule	—	☒	—	—	—	—
health care benefits	—	—	—	—	—	☒
pension/retirement funds	—	—	—	☒	—	—
vacation	—	—	—	☒	—	—
sick leave	—	—	☒	—	—	—
ability to advance	—	—	☒	—	—	—
challenging & interesting	☒	—	—	—	—	—
job security	—	☒	—	—	—	—
training	—	☒	—	—	—	—
support for family responsibilities	☒	—	—	—	—	—

8) Here's a list of changes that might provide you with a better workplace. Please let us know how important each item is by ranking it 0 (not important) to 10 (very important to you).

- 8 More flexible hours
9 Information about or support for child or dependent care
10 Insuring equal opportunity in the workplace
9 Paid leave to care for newborns or seriously ill relatives
10 On-the-job training opportunities to learn new skills
9 Student loans for courses that would give me new job skills
9 Health care insurance for all employees
10 Improving pay scales
 Other: _____

9) If you could tell President Clinton one thing about what it's like to be a working woman, what would it be?

It's exhausting. I work for 911 taking care of people all day, then I come home and take care of people. I have to schedule time to sleep. I feel like I'm wasting my college education.

10) What is your age? 28

11) What is the highest level of education you've completed?

- ☐ less than high school
☐ high school diploma or GED
☒ some college or technical school
☐ college degree (e.g. associate or bachelor)
☐ postgraduate degree (e.g. medical, law, MS, MA, PHD)

**WORKING
WOMEN
COUNT!**

12) How much do you earn each year?

- ☐ less than \$9,999
☒ \$10,000-\$24,999
☐ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

13) What is your total household income before taxes?

- ☐ less than \$9,999
☐ \$10,000-\$24,999
☒ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

14) Are you:

- ☐ living with someone
☒ married
☐ single, divorced, separated or widowed

15) Do you have children under the age of 18 living at home?

- ☐ yes(how many? _____; age of youngest? _____)
☒ no

16) What state do you live in? Georgia

17) Just to make sure we're hearing from people of all races; could you indicate your racial designation:

- ☒ white
☐ black
☐ Asian
☐ native American
☐ other _____

18) What is your ethnic origin? ☐ Hispanic ☒ Other _____

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- ☐ Craft/repair (mechanic, electric/electronic repair, plumber, painter)
- ☐ Executive or manager (financial manager, buyer, marketing manager, accountant, auditor)
- ☐ Farming, forestry, or fishing
- ☐ Homemaker
- ☐ Operator/Fabricator (machine operator, packaging and filling machine operator)
- ☒ Professional (teacher, lawyer, computer scientist, doctor, RN)
- ☐ Sales (sales supervisor, cashier, sales representative)
- ☐ Service (protective service, childcare, food service, health aid, hairdresser)
- ☐ Technical (LPN, computer programmer, legal assistant, dental hygienist)
- ☐ Transportation (motor vehicle operator, truck or tractor operator)

2) How many paid jobs do you have? 2 (EACH 1/4-1/2 time)

3) How many hours a week do you work for pay? 15-18

4) The things I like most about my job are: (pick up to 3)

- | | |
|---|--|
| ☐ I have good benefits | ☒ I am productive |
| ☒ My hours are flexible | ☒ My job is secure |
| ☒ I have job training opportunities | ☒ I like what I do |
| ☒ I have the authority I need to get the job done | ☒ I get paid well |
| ☒ I enjoy the company of my co-workers | ☒ I learn new things |
| ☒ I like working as part of a team | other: _____ |

5) Are any of the following issues a problem for you at work?
(If so indicate how serious a problem it is. If not, check "doesn't apply")

	one of the most serious	very serious	somewhat serious	not very serious	not at all serious	doesn't apply
A. I don't get paid what I think my job is worth			☒			
B. I need better benefits						
C. I work too many hours					☒	
D. I worry about losing my job						☒
E. I don't have the flexibility to meet family responsibilities					☒	
F. I am under too much stress					☒	
G. I do not have the skills to get a better job				☒		
H. It's hard to find quality child or elder care that I can afford				☒		
I. I have lost a job or a promotion because of his/her race or sex						☒
J. I know someone who has lost a job/promotion because his/her race						☒
K. I suffer other problems at my job (please explain)						☒

WORKING WOMEN COUNT!

6) How do you feel about your job overall?

- ☒ I love it
☐ I like it
☐ It's OK
☐ I dislike it
☐ It's totally miserable

7) Please rate the following aspects of your job:

	Excellent	Good	Fair	Poor	None	Doesn't Apply
pay	—	✓	—	—	—	—
flexible schedule	—	✓	—	—	—	—
health care benefits	—	—	—	—	✓	—
pension/retirement funds	—	—	—	—	✓	—
vacation	—	—	—	—	✓	—
sick leave	—	—	—	—	✓	—
ability to advance	—	✓	—	—	—	—
challenging & interesting	—	✓	—	—	—	—
job security	—	—	—	✓	—	—
training	—	—	✓	—	—	—
support for family responsibilities	—	—	✓	—	—	—

8) Here's a list of changes that might provide you with a better workplace. Please let us know how important each item is by ranking it 0 (not important) to 10 (very important to you).

- 0
1
2
3
4
5
6
7
8
9
10
 More flexible hours
 Information about or support for child or dependent care
 Insuring equal opportunity in the workplace
 Paid leave to care for newborns or seriously ill relatives
 On-the-job training opportunities to learn new skills
 Student loans for courses that would give me new job skills
 Health care insurance for all employees
 Improving pay scales
 Other: _____

9) If you could tell President Clinton one thing about what it's like to be a working woman, what would it be?

THAT PEOPLE DOING WORK IN YOUR MOST TRADITIONAL AREAS (TEACHING, CHILD CARE, SOCIAL WORK) BE REALLY COMPENSATED FOR THEIR VALUE. SOMETHING IS

10) What is your age? 37

11) What is the highest level of education you've completed?

- less than high school
 — high school diploma or GED
 — some college or technical school
 X college degree (e.g. associate or bachelor)
 — postgraduate degree (e.g. medical, law, MS, MA, PHD)

DEFINITELY WRONG W/ OUR PRIORITIES WHEN WE PAY MILLIONS OF DOLLARS TO SPORTS FIGURE(S) AND PAY PEANUTS TO PEOPLE WHO ARE TEACHING FUTURE LEADERS + FOLLOWERS!

**WORKING
WOMEN
COUNT!**

12) How much do you earn each year?

- ☒ less than \$9,999
☐ \$10,000-\$24,999
☐ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

13) What is your total household income before taxes?

- ☐ less than \$9,999
☒ \$10,000-\$24,999
☐ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

14) Are you:

- ☐ living with someone
☒ married
☐ single, divorced, separated or widowed

15) Do you have children under the age of 18 living at home?

- ☒ yes (how many? 2 ; age of youngest? 7)
☐ no

16) What state do you live in? NC

17) Just to make sure we're hearing from people of all races; could you indicate your racial designation:

- ☒ white
☐ black
☐ Asian
☐ native American
☐ other _____

18) What is your ethnic origin? ☐ Hispanic ☒ Other _____

Please return the survey to:

**The Body Shop
Attn: Survey
45 Horsehill Rd
Cedar Knolls NJ 07927**

WOMEN'S BUREAU
Working for Working Women

Karen Nussbaum, Director, Women's Bureau



U.S. Department of Labor

Robert B. Reich, Secretary

WORKING WOMEN COUNT!

*A National Questionnaire
Sponsored by the Women's Bureau
U.S. Department of Labor
and
The Body Shop*

Today, 58 million women hold paid jobs in America. This is the largest number of working women today in our history and the number continues to grow. If you're one of these women, the Women's Bureau at the U.S. Department of Labor wants to know what you think about your job — how to make it better. Please answer this questionnaire and return it to the address below. As a working woman, your voice counts! Thanks for your help.

1) Would you describe your main work for pay as :

- ☐ Clerical/support (secretary, receptionist, clerical supervisor, computer operator, stock clerk, insurance investigator)
- ☐ Craft/repair (mechanic, electric/electronic repair, plumber, painter)
- ☐ Executive or manager (financial manager, buyer, marketing manager, accountant, auditor)
- ☐ Farming, forestry, or fishing
- ☐ Homemaker
- ☐ Operator/Fabricator (machine operator, packaging and filling machine operator)
- ☐ Professional (teacher, lawyer, computer scientist, doctor, RN)
- ☐ Sales (sales supervisor, cashier, sales representative)
- ☒ Service (protective service, childcare, food service, health aid, hairdresser)
- ☐ Technical (LPN, computer programmer, legal assistant, dental hygienist)
- ☐ Transportation (motor vehicle operator, truck or tractor operator)

2) How many paid jobs do you have? 3

3) How many hours a week do you work for pay? 20

4) The things I like most about my job are: (pick up to 3)

- | | |
|--|--|
| ☐ I have good benefits | ☒ I am productive |
| ☒ My hours are flexible | ☐ My job is secure |
| ☐ I have job training opportunities | ☒ I like what I do |
| ☐ I have the authority I need to get the job done | ☐ I get paid well |
| ☐ I enjoy the company of my co-workers | ☐ I learn new things |
| ☐ I like working as part of a team | ☐ other: _____ |

5) Are any of the following issues a problem for you at work?

(If so indicate how serious a problem it is. If not, check "doesn't apply")

	one of the most serious	very serious	somewhat serious	not very serious	not at all serious	doesn't apply
A. I don't get paid what I think my job is worth						
B. I need better benefits						
C. I work too many hours						
D. I worry about losing my job						
E. I don't have the flexibility to meet family responsibilities						
F. I am under too much stress						
G. I do not have the skills to get a better job						
H. It's hard to find quality child or elder care that I can afford						
I. I have lost a job or a promotion because of his/her race or sex						
J. I know someone who has lost a job/promotion because his/her race						
K. I suffer other problems at my job (please explain)						

none

WORKING

WOMEN

COUNT!

6) How do you feel about your job overall?

- ☒ I love it
☐ I like it
☐ It's OK
☐ I dislike it
☐ It's totally miserable

7) Please rate the following aspects of your job:

	Excellent	Good	Fair	Poor	None	Doesn't Apply
pay	☒	☐	☐	☐	☐	☐
flexible schedule	☒	☐	☐	☐	☐	☐
health care benefits	☐	☐	☐	☐	☐	☒
pension/retirement funds	☐	☐	☐	☐	☐	☒
vacation	☒	☐	☐	☐	☐	☐
sick leave	☒	☐	☐	☐	☐	☐
ability to advance	☒	☒	☐	☐	☐	☐
challenging & interesting	☒	☒	☐	☐	☐	☐
job security	☒	☒	☐	☐	☐	☐
training	☒	☐	☐	☐	☐	☐
support for family responsibilities	☒	☒	☐	☐	☐	☐

8) Here's a list of changes that might provide you with a better workplace. Please let us know how important each item is by ranking it 0 (not important) to 10 (very important to you).

- 10
9
8
7
6
5
4
3
2
1
0
- More flexible hours
 - Information about or support for child or dependent care
 - Insuring equal opportunity in the workplace
 - Paid leave to care for newborns or seriously ill relatives
 - On-the-job training opportunities to learn new skills
 - Student loans for courses that would give me new job skills
 - Health care insurance for all employees
 - Improving pay scales
 - Other: _____

9) If you could tell President Clinton one thing about what it's like to be a working woman, what would it be?

It's hard being in the work world getting $\frac{3}{4}$ of a man's dollar in wages.

10) What is your age? 15

11) What is the highest level of education you've completed?

- ☒ less than high school
☐ high school diploma or GED
☐ some college or technical school
☐ college degree(e.g. associate or bachelor)
☐ postgraduate degree(e.g. medical, law, MS, MA, PHD)

**WORKING
WOMEN
COUNT!**

12) How much do you earn each year?

- ☒ less than \$9,999
☐ \$10,000-\$24,999
☐ \$25,000-\$49,999
☐ \$50,000-\$74,999
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☐ \$25,000-\$49,999
☒ \$50,000-\$74,999
☒ \$75,000 or more

14) Are you:

- ☒ living with someone
☐ married
☐ single, divorced, separated or widowed

15) Do you have children under the age of 18 living at home?

- ☒ yes (how many? 8; age of youngest? 1)
☐ no

16) What state do you live in? California

17) Just to make sure we're hearing from people of all races; could you indicate your racial designation:

- ☐ white
☐ black
☒ Asian
☐ native American
☐ other

18) What is your ethnic origin?

☐ Hispanic ☒ Other

Please return the survey to:

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WOMEN'S BUREAU
Working for Working Women

Karen Nussbaum, Director, Women's Bureau



U.S. Department of Labor

Robert B. Reich, Secretary

Mortimer B. Zuckerman, Chairman and Editor-in-Chief

April 7, 1994

The Honorable Hillary Rodham Clinton
The White House
Washington, DC 20500

Dear Mrs. Clinton:

Julie - This is the info for the US News video only?

U.S. News & World Report is planning a televised panel discussion debating health care reform. This will be the third debate in a series launched last year by *U.S. News*. The series provides a dynamic forum for examining domestic and international public policy initiatives. This letter is to invite you to be a panelist in the debate on health care reform.

The first debate—on the North American Free Trade Agreement—was held on November 4, 1993 and the second—on crime policy—took place March 15. The participants in the debate on NAFTA were Sens. Bill Bradley and Don Riegle; Reps. Robert Matsui and Marcy Kaptur; Gov. Tommy Thompson, and the Reverend Jesse Jackson. Sens. Joseph Biden, Phil Gramm and Howard Metzenbaum; and Rep. Craig Washington, Mayor Rudolph Giuliani and Dr. William Bennett participated in the debate on crime policy. Enclosed for your information is a video tape recording and the transcript from the debate on crime.

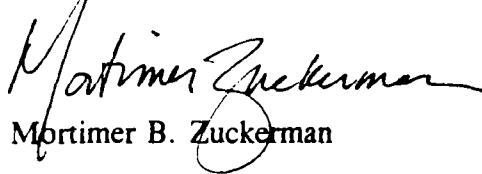
The panel debate on health care reform is scheduled for May 24, 1994, at 11:00 a.m. at Atlantic Video, 650 Massachusetts Avenue, N.W., in Washington, D.C. Steven Roberts, senior writer for *U.S. News & World Report*, will moderate the discussion, which will be open to the press and invited guests and will be televised on CNBC that evening. We will invite opinion leaders and individuals interested in health care reform, including Clinton administration officials, Capitol Hill staffers, business leaders, association representatives, officials from health care organizations, members of think tanks and the press to sit in the audience. The studio can accommodate an audience of up to 250.

The taping will begin promptly at 11:00 a.m., opening with a short taped segment that frames the issues for both the studio and television audiences. We are asking participants to arrive no later than 10:30 a.m. for makeup. The taping will run without a break for one hour. Immediately following the taping the participants are invited to remain for 20 - 30 minutes for a reception and press availability.

The Honorable Hillary Rodham Clinton
April 7, 1994
Page 2

Given the audience, I believe this will offer you an excellent opportunity to present your views on health care reform. I hope you will agree to take part in the debate. I have asked Joanne Rome, director of communications for *U.S. News*, to follow up with your office. Her phone number is 202-955-2578.

Sincerely,

A handwritten signature in cursive script, reading "Mortimer B. Zuckerman". The signature is written in dark ink and is positioned above the printed name.

Mortimer B. Zuckerman

cc: Maggie Williams
Lisa Caputo

LEVEL 1 - 5 OF 38 STORIES

Copyright 1992 The Times Mirror Company
Los Angeles Times

February 3, 1992, Monday, Home Edition

NAME: GLORIA STEINEM

SECTION: View; Part E; Page 1; Column 2; View Desk

LENGTH: 2044 words

HEADLINE: AN IMPERFECT IMAGE;
WHEN GLORIA STEINEM ADMITS TO BEING INSECURE ABOUT HER LOOKS AND CHOOSING THE
WRONG GUY, THE CRITICS POUNCE. SOME ARE EVEN SAYING FEMINISM IS DEAD.

BYLINE: By GERALDINE BAUM, TIMES STAFF WRITER

DATELINE: NEW YORK

BODY:

So, it is possible to gossip about Gloria Steinem even more than before.

If people prattled on about her when she was merely the smart provocateur of equality between women and men, they are at it again after her confession that her inner and outer lives have not been symmetrical all these years.

In fact, like a lot of women, Steinem once fell for the wrong guy. She was insecure. She didn't feel pretty, though she was "the pretty one" in the feminist movement. She had a traumatic childhood that left a destructive imprint.

And, of all things, she is not and never has been perfect.

That shouldn't surprise anyone who heard her lecture in a college auditorium or maybe caught her on "Donahue" or read her work in Ms. magazine.

"Every time I lectured or spoke, I revealed my life wasn't all perfect," she says. "I talked about myself at the beginning of every lecture because that's what consciousness-raising is: It's truth about our lives."

Maybe some people didn't understand her.

When feminists declared "the personal is political," they expected Steinem -- who looked as if she had her single-woman life in order -- to be politically perfect. Now, her latest admissions of human frailty, made in her new book called "Revolution From Within: A Book of Self-Esteem," have been greeted with a nasty glee that begs the question:

So what if Gloria Steinem the person wasn't as perfect as Gloria Steinem the media dazzler? Why are some who have benefited from her tireless public commitment lapping up her private-image problems in a frenzy that seems almost anthropological, the way some cultures killed their kings when they got old or vulnerable?

Los Angeles Times, February 3, 1992

One British female interviewer trotted into her Manhattan apartment and declared bluntly: "I don't like you; you make me feel bad about myself."

Another columnist wrote of Steinem: "I read this book by the woman who now truly has everything: fame, fortune, and peace of mind, and in the process of the introduction to her self-esteem, my own dripped slowly away."

And Washington author Sally Quinn recently characterized Steinem and others who spoke for the movement as "hypocritical," suggesting also that "feminism is dead." In a newspaper opinion column Quinn wrote, "Not surprisingly, when Steinem used to say, 'A woman needs a man like a fish needs a bicycle,' the women who believed her felt ashamed and guilty."

That business about the fish and bicycle, Steinem retorts, was a throwaway line coined by someone else.

"I never, ever, ever said it wasn't important to have men in our lives," she insists, sounding annoyed. "In fact, in my first decade of lecturing, I always said, far from dividing women and men, feminism will make love possible for the first time. That economic dependency may look like love, but it feels very different."

Still, Steinem seems perplexed by the spiteful undertone of these reactions. While in Cleveland the other day facing about the 50th interview for the new book, she called back to New York to report that despite feeling "happier, stronger, better, more likely to be out on the ramparts than ever before, people perceive me as feeling weak because I talk about pain in my life."

Suddenly, she has new empathy for former Democratic vice presidential candidate Edmund Muskie, once blasted by the media for publicly crying.

"It's amazing to me that he was regarded as being less strong for being able to express sadness," Steinem says.

Similarly, among Quinn's evidence to support her theory that feminism is dead is Steinem's admission in her book that she fell in love with someone who, Quinn says, "treated her badly. (Steinem) had seduced him, she says, by playing down the person she was and playing up the person he wanted her to be. . . ."

Steinem can't imagine how Quinn got the idea she was treated badly.

"If she read the book, she'd see I was treated wonderfully," she says of her two-year relationship with a man who, though not named in the book, East Coast gossip columns suggest is real estate mogul Mort Zuckerman.

But Steinem disagrees that the so-called death of feminism is evidenced by misfires in her and other feminist leaders' personal lives. After all, her celebrity, at bottom, has more to do with the way women live than with some dolled-up fantasy image on a TV screen.

"It's impossible to be a role model if you don't admit your mistakes," she says. "All you do is convince other people that they can't do it. And that's another thing that people don't get: Everything is not solved in one generation."

Los Angeles Times, February 3, 1992

Author Susan Faludi, who, in her early 30s, is a generation younger than the feminist leader, understood her message as well as why some others didn't.

"Gloria Steinem has always been this voice of reason and wit," says Faludi, author of "Backlash: The Undeclared War Against American Women." "One reason there's such eagerness to attack her is that she in fact belies tiresome stereotypes. . . . She's attractive, has a personal life. She's funny, which makes her a constant irritation to those who would dismiss feminism as a gathering of sour-faced, bonneted suffragettes."

And by the way, Faludi adds, the message she picked up from Steinem is "we live in an unequal society where women are denied basic rights for reproductive choice, equal pay, equal access to institutions of higher learning and political power."

"Her version of feminism was that a woman shouldn't be judged by whether she marries or falls for Mort Zuckerman," Faludi says. "If you look at Steinem's political focus for the last 20 years, she hasn't been going around the country passing herself off as a marriage counselor."

Gloria Steinem, almost 58, is in her fabulously redecorated Manhattan apartment talking about a sorrowfully impoverished childhood.

For this interview, she sits in a overstuffed chair, her bare feet tucked under her; her trademark streaked hair, no longer a veil over the edges of aviator glasses, is shorter and pulled back. She is still thin and trendy in a crushed-velvet blouse and leggings, but a whole-grain diet and exercise seem to have added sturdiness to a wiry frame.

From the age of 10, after her parents' divorce, Steinem was left to care for her mentally ill mother in a tumbledown house in Toledo, Ohio.

That experience, she explains, led her as an adult to mother a movement -- and ultimately ignore her own emotional needs. In relearning those needs, Steinem believes she can be more effective. But nowhere in the book does she say establishing self-worth should take precedence over social accent. At heart, this book is about their codependence.

"If someone had given me this book before I wrote it, I don't think I would have understood it," she says. "I probably would have gotten the political part first -- structures outside us undermine our self-authority in order to get us to obey their authority. But whether I would have been ready to go back to my own past. . . . I think you need to feel ready."

And was she ever ready.

When she sat down to write four years ago, she was recovering from a brush with breast cancer. Ms., which she had co-founded and nurtured, had been sold. The mismatch with Zuckerman had fallen apart. The writer in Steinem was frustrated that she had not produced anything longer than magazine articles, which were collected in an earlier book. And she hadn't saved a cent.

With a \$700,000 advance and a longing to write about self-esteem ("We write what we need"), Steinem spent several months putting together a 250-page manuscript. But it wasn't until a friend read the first draft that she began

Los Angeles Times, February 3, 1992

to explore what would become the true spine of the book.

"I don't know how to tell you this," said the friend, a therapist, "but I think you have a self-esteem problem. You forgot to put yourself in."

Steinem was devastated. But over the next three years she stayed put and wrote and rewrote, instead of traveling five days a week for the cause. She also sought psychological counseling, but it all didn't come together easily.

"In every chapter I recapitulated the process of writing the book," she says. "I would write a chapter, leave myself out and then start again."

"I finally began to admit," she writes, "that I, too, was more aware of other people's feelings than my own; that I had been repeating the patterns of my childhood without recognizing them . . . that my image of myself was very distant from other people's image of me; that, in short, my childhood years -- a part of my life I thought I had walled off -- were still shaping the present as surely as a concealed magnet shapes metal dust."

Steinem wove her own experiences with inspirational tales of others, from a lesbian activist to Mohandas K. Gandhi. The result is a compilation of philosophy, politics, history, several relentlessly cheery self-help homilies and stories from Steinem's 20 years of witnessing revolution.

They were equally exhilarating and draining years. While she was traversing America -- lecturing in every town that would hear her -- she was also organizing for women's every need, from day care to shelter for the abused. Back home, there was almost always a steady boyfriend, a corps of friends and Ms. magazine, with a staff that was like family and finances that were a major burden.

Steinem also kept busy in her role as a celebrity. She had first been noticed in her pre-feminist life as a New York reporter; a canny piece about her experience as an undercover Playboy bunny earned her the label of "the thinking man's Jean Shrimpton," and that patina endured when she became a feminist icon.

These days, however, feminism is not the route to celebrityhood it once was -- better you should check into the Betty Ford Center. Declarations on the death of feminism are popular among some younger women who fear it would associate them with bra-burners. (For the record, Steinem says she neither burned a bra nor saw one even lightly singed.)

"You know, the women's movement has been declared dead every Wednesday at teatime," Steinem says, laughing. But she's not smiling when she gives an example of why women's issues are more important than ever: "Abortion is going to be the big, explosive issue of the 1992 presidential campaign if the Supreme Court overturns Roe vs. Wade."

She adds, "Look at the public opinion polls. There has never been more support of every issue of equality than there is now." And basic to equality is self-worth.

Some may suspect Steinem is reconfiguring herself for an era in which bookstores devote whole sections to self-help and celebrities talk publicly about their childhood experiences with incest. But as Faludi notes: "Why not

Los Angeles Times, February 3, 1992

read an intelligent self-help book by a feminist? If she can tap into that huge industry and give people a few feminist tidbits to chew on along the way, so much the better."

In the past, living for her work may have allowed Steinem to live in her public image. Now, perhaps, her much-improved self-image may help her work and therefore others.

"I would have been much better off if I had made these changes long ago," she says with regret. "I would have been better able to deal with conflict. I would have been less likely to confuse motion with action. Instead of saying yes to three things and doing them adequately, I would have said yes to one and written a really good speech with impact."

Those lessons learned, she says, she will continue to write and agitate. Her next book will be on "the masculinization of wealth," a treatise on women and money. She will also write for Ms., now revived and healthy, and work for the Ms. Foundation, whose projects for women she describes with the enthusiasm of a new recruit.

There's all that to anticipate and -- aging.

A postcard stuck in her bedroom mirror shows a white-haired Chinese woman, a mass of smiling wrinkles and ruddy cheeks. The woman was belting out an opera to the sky when a photographer came upon her in a Beijing park. For a moment, she stopped to smile at the camera, then went on singing.

"Now, she smiles at me every morning from my mantel," Steinem writes in her book. "I love this woman. I like to think that, walking on the path ahead of me, she looks a lot like my future self."

GRAPHIC: Photo, COLOR, (Orange County Edition, E1) Gloria Steinem, 57, wrestles with her insecurities in "Revolution From Within." "It's impossible to be a role model if you don't admit your mistakes," she says. JOE TABACCA / For The Times; Photo, In 1979, with trademark streaked hair and aviator glasses, Gloria Steinem kept busy in her role as feminist celebrity. For the record, she says she neither burned a bra nor saw one even lightly singed. Los Angeles Times

LANGUAGE: ENGLISH

LEVEL 1 - 7 OF 38 STORIES

Copyright 1992 The Time Inc. Magazine Company
People

January 27, 1992

SECTION: UP FRONT; Pg. 46

LENGTH: 1857 words

HEADLINE: GLORIA CONSIDERS GLORIA;

After years of leading others under the feminist banner, the muse of Ms. explores the kind of liberation that comes from within

People, January 27, 1992

BYLINE: by Kim Hubbard

BODY:

SHE IS JUST BACK FROM A SEASIDE vacation in Mexico, and it shows. Clad in black trousers and ethnic silver belt, a hint of tan across her cheeks, Gloria Steinem looks fit, relaxed and much younger than her 57 years.

"Oh, it was wonderful," she says. "It was maybe the third time I've gotten away for a week in 20 years -- the first time with no phone. Since [Ms.] magazine was started, I couldn't leave. There was always some emergency."

Still, three vacations in 20 years? She ponders for a moment. "I guess there's another level too," she says. "I was out of the country for a few days in 1961 when my father was in the car accident from which he later died, and he couldn't reach me. So maybe the association . . ."

The insight is pure Gloria Steinem -- revised version. After spending more than two decades fighting for the rights of women everywhere, the world's most famous feminist -- the woman who cofounded Ms. magazine and helped alter the consciousness of a generation -- has decided to turn some attention on herself. That means cutting back on her killer speaking schedule and indulging in the occasional south-of-the-border spree. But more important, it means looking inward. Once convinced that "the examined life is not worth living," Steinem now takes pleasure -- and sees value -- in self-knowledge.

"Before, I wouldn't have looked for the memory of my father's accident as a bruise from the past," she says. "And of course once you do, its power over you starts to diminish."

It is truths of that sort that she explores in her new book, *Revolution from Within: A Book of Self-Esteem*. A chatty amalgam of sociology, pop psychology, self-help and self-disclosure, the book is hardly the purely political Steinem of old ("Sometimes I shock friends now by saying something like, 'I'm taking yoga,'" she says), and reviewers so far have been unimpressed. (A "squishy exercise in feeling better," declared Newsweek's Laura Shapiro.) Yet *Revolution*, Steinem says, "isn't a turning away from the women's movement, it's the next step. You can't do the external without the internal."

When she began writing four years ago, in fact, Steinem's only intention was for her book to help women -- other women. "The idea came from years of traveling and seeing women who were smart and courageous and funny but just didn't believe in themselves," she says. She soon broadened its scope to include men. But when a friend read the first draft, according to Steinem, she said, "I think you have a self-esteem problem. You forgot to put yourself in."

Steinem, who had begun psychotherapy in 1986, recognized the truth -- and rewrote the book to include it. Her own self-esteem deficiencies included a tendency to escape pain through overwork and an inability to feel valuable unless she was helping others. "I was a neglected child," she says, "so I thought my inner world was less real than other people's, and I hadn't stopped to replenish it."

The wonder is that she had kept going anyway. Since Steinem's intelligence and charisma first captured public attention in the early, heady days of feminism, she has run herself ragged for the cause: Until recently she labored

People, January 27, 1992

at Ms. for up to 18 hours a day and traveled weekly to speak, consult and advise. Even when organized feminism flagged under the backlash of the Reagan era, Steinem never lost her zeal. "She is a saint," says Marlo Thomas, a longtime friend. "Most people get tired and just send a check, but Gloria gives and gives."

By the 1980s she was nearly giving out. A diagnosis of breast cancer in 1986 (she has been healthy since), the end of a relationship of several years with real-estate developer and publisher Mort Zuckerman in 1987, and the sale of Ms. to an Australian corporation that same year all conspired to raise her stress levels. Says investment banker Stanley Pottinger, who dated Steinem in the 1970s and remains a close friend: "The evidence of burnout was obvious to me. The magazine was Gloria's family, so when it was sold, it was devastating." Says Steinem: "I was tired and angry, and I just sort of cut off those feelings."

It was a habit she acquired early. The daughter of an itinerant antiques dealer and a newspaperwoman turned troubled housewife, Steinem spent much of her childhood shuttling between Michigan, where her father, Leo, ran a resort at Clark Lake, and California and Florida, where he took his wife, Ruth, and two daughters most winters via trailer. Gloria went to school only sporadically until she was 11. "I used to play solitaire a lot," she says. "I endowed each suit with a personality, and I spent all my time trying to treat the clubs equally so they wouldn't know I liked the hearts better."

In 1946 Leo and Ruth divorced, leaving Gloria to care for her mother, by then virtually incapacitated with depression and delusions. (Gloria's sister, Suzanne, older by nine years, was in college.) Mother and daughter spent six painful years in a rundown Toledo house, part of which they rented out. Money was a constant worry, and the house had rats. One night when she was a teenager, Gloria awoke drenched in blood from a rat bite that had struck a vein. When she and her mother returned from the emergency room, says Steinem, "the rat had licked up the blood. What I wanted most in life then was a cage to sleep in, so I'd be safe."

Salvation came at Smith College, which Steinem could afford when her mother sold the Toledo house. "I felt so lucky to be there," says Steinem, who majored in government. "I thought I'd just marry a professor and stay forever."

A woman of her time, she thought vaguely about having a career, "until I married," she says. Yet after becoming engaged during her senior year, she backed out. "In the 1950s, once you married you became what your husband was, so it seemed like the last choice you'd ever have," she says. The idea of children frightened her too. "I'd already been the very small parent of a very big child -- my mother," she says. "I didn't want to end up taking care of someone else."

A postgrad fellowship in India set her on the road to helping humankind instead. "I thought, so much poverty in one place and so much wealth in another -- this can't continue," she says. "When I came home I couldn't take taxis because I identified them with rickshaws. I'd insist on sitting in the front."

She spent a number of years in the '60s free-lancing for magazines like Esquire and Vogue while helping to organize farm workers and working for the civil rights movement in her spare time. As a woman, and an attractive one, she found it difficult to land the serious assignments she coveted -- particularly after she went undercover as a bunny to expose the exploitation at Playboy

People, January 27, 1992

clubs for Show magazine. Far too many male journalists treated her in the manner of one unforgettable editor at LIFE who, according to Steinem, told her, "We don't want a pretty girl, we want a writer. Go home."

She was delighted when Clay Felker hired her to write a column on city politics for New York magazine in 1968, and it was while covering a speak-out on abortion for New York four years before Roe v. Wade that her feminist instincts were awakened. Steinem, who had had a legal abortion in London after college, remembers thinking: "If one in four of us has had this experience, why is it illegal?"

She had stumbled upon her calling. She began writing magazine pieces about women's liberation and giving speeches. She appeared almost always with other women, but it was Steinem the media noticed. "She has star quality," says writer Jane O'Reilly, a fellow feminist. "People really like to look at her, the way they like to look at Julia Roberts." And there was more to it than that. "My permanent image is of Gloria with a notebook, writing down the names and addresses of people asking for things -- 'Please, my husband beats me,' " O'Reilly says. "She resonates kindness."

But Steinem's status as a media darling -- the sexy feminist -- inspired a certain resentment too. Betty Friedan denounced her for opportunism. "I never felt it was very personal though," Steinem says. "She just really felt that she owned the movement." (Says Friedan today: "In the early days we had ideological and political differences, but she has made her own contribution.")

In 1972 Steinem helped start Ms. magazine, featuring stories traditional women's magazines wouldn't touch. "It's been satisfying to see sexual harassment or battered women rise from the level of cover stories in a relatively small magazine to being national issues," Steinem says. Readers loved it from the start, but advertisers weren't so sure. Steinem spent countless hours trying to persuade them that Ms. readers weren't the lunatic fringe. She succeeded, well enough, until 1987, when lack of advertising support and rising production costs forced the magazine's sale.

Through it all, somehow, she found time for romance. Always a hit with men -- "It's her wit, and her elegant fingers," says ex-beau Pottinger -- Steinem had liaisons with directors Mike Nichols and Robert Benton, among others. And then there was Zuckerman, to whom Steinem devotes several pages in her new book, though he is never named. The tycoon and the activist had little in common ("I had to suppress the thought that his weekend house cost more than several years' worth of funds for the entire women's movement . . ." Steinem writes), but she was drawn to his energy and humor. Also, she says, "he was unhappy, and I thought he could become happier by using his power in what I thought would be more satisfying ways."

Zuckerman did, as it turned out, give Ms. a financial boost, but the relationship was doomed. Today he says simply: "The Gloria Steinem that I went out with was a wonderful woman -- brilliant, beautiful, witty and completely dedicated to her movement and her magazine."

Says Steinem: "We didn't share any interests, except dancing. It really wasn't his fault. I was the one not being true to myself." That realization was part of the crisis that led to her book.

People, January 27, 1992

These days, for the first time since she was 21, Steinem has no steady relationship -- "and it's terrific to realize you can be happy on your own," she says. She lives with her cat, Magritte, in a Manhattan duplex filled with books and colorful kilims, and she spends as much time as possible writing, as she has always longed to. She takes exercise classes and has become a vegetarian. "I hope I'll never again allow myself to get so flat-out, burnt-out exhausted," she says.

Friends say they notice a change. "For the first time, she feels entitled to give herself a little more," says Marlo Thomas. Pal Liz Smith isn't so sure. "She seems to me just as self-sacrificing and troubled about the state of things as ever," Smith says.

Both observations may be true. Steinem knows there is still work to do and has decided that the best way to help is to pause and help herself. "We need to be long-distance runners to make a real social revolution," she says. "And you can't be a long-distance runner unless you have some inner strength."

GRAPHIC: Picture 1, STEINEM'S STRETCH descBlack and white: Gloria Steinem doing a yoga exercise - contents page., (c) 1991 LORI GRINKER/CONTACT; Picture 2, "I've seen so many women who've carved out some independence and still feel inadequate," says Steinem (at home). descBlack and white: Gloria Steinem., Photographs by (c) Lori Grinker/Contact Press Image; Picture 3, Spreading the feminist word in the '70s "was like lighting a match to a haystack," says Steinem (left, at a women's march). descBlack and white: Gloria Steinem and two women carrying a banner in a march., MICHAEL ABRAMSON/SIPA; Picture 4, "I'm not angry at my parents," says Steinem (right, en famille in 1945). "I know they did the best they could." descBlack and white: Ruth Steinem, Leo Steinem, Suzanne Steinem and Gloria Steinem., NO CREDIT; Picture 5, When she met Zuckerman, "I thought, 'Here's a person I won't have to take care of,'" says Steinem (with Mort in 1985). descBlack and white: Gloria Steinem and Mort Zuckerman., ROBIN PLATZER/TWIN IMAGES; Picture 6, Now consulting editor to Ms., Steinem (at work in 1980) remembers its early days as "important, interesting, terrifying." descBlack and white: Gloria Steinem talking on the telephone., MARY ELLEN MARK; Picture 7, "I wasn't unhappy," says Steinem (at home with godchild Rebecca, daughter of Alice Walker). "But now I feel more content in myself." descBlack and white: Gloria Steinem and goddaughter Rebecca., Photographs by (c) Lori Grinker/Contact Press Image

LANGUAGE: ENGLISH

LEVEL 1 - 10 OF 38 STORIES

Copyright 1990 Chicago Tribune Company
Chicago Tribune

March 18, 1990, Sunday, FINAL EDITION

SECTION: TEMPOWOMAN; Pg. 2; ZONE: C; Womanews

LENGTH: 130 words

HEADLINE: Steinem's an editor of re-tooled Ms

BYLINE: (copyright) 1990 N.Y. Times News Service

BODY:

If Ms. was the magazine that defined feminism, can the new Ms. magazine, scheduled to appear in June, be described as post-feminist?

"How about post-patriarchal?" Gloria Steinem shoots back.

Steinem, 55, one of the founding editors of Ms. in 1972, is consulting editor of the new venture. She and Robin Morgan, 49, the magazine's new editor-in-chief, are reshaping Ms., which suspended publication in November, into a new subscriber-supported, advertising-free magazine - now owned by Dale W. Lang of Lang Communications.

The annual subscription price for the revamped Ms., to be published bimonthly, will rise to \$40, from \$14.97 for 12 issues a year. Current subscribers will be offered a discount. The newsstand price, formerly \$2.50, will be about \$6.

LANGUAGE: ENGLISH

LEVEL 1 - 30 OF 38 STORIES

Copyright 1984 The New York Times Company
The New York Times

December 11, 1984, Tuesday, Late City Final Edition
Correction Appended

NAME: Gloria Steinem

CATEGORY: Books and Literature; Social Activism

SECTION: Section C; Page 25, Column 3; Cultural Desk

LENGTH: 1119 words

HEADLINE: 'BUNNY'S TALE' DEPICTS STEINEM'S PLAYBOY DAYS

BYLINE: By STEPHEN FARBER

DATELINE: LOS ANGELES, Dec. 10

BODY:

Gloria Steinem stood in front of a replica of New York's now-defunct Playboy Club and felt as if she had been transported back in time. "It looks exactly the way I remember it," Miss Steinem said. "I feel as if I'm on 59th Street in New York."

It has been 21 years since Miss Steinem posed as a Playboy Bunny and wrote a humorous, dryly observant expose of the Bunny rituals for Show Magazine. One day last week, Miss Steinem stopped by to visit the set where her adventures are being re-created for the ABC-TV movie "A Bunny's Tale," with Kirstie Alley

1963
Show Magazine

The New York Times, December 11, 1984

starring as Miss Steinem. It is scheduled to be shown in February.

Miss Steinem's story is being filmed by a largely female crew: The director, co-producer, screenwriter, associate producer, assistant directors, assistant cameraperson and several others are all women.

"Women are still struggling not to be Bunnies," said the director, Karen Arthur. "At least I know that the same kind of discrimination goes on in the sphere where I work. Women directors have had to sue to get equal opportunities."

Built-In Contradiction

Stan Margulies, the veteran television producer of such successful mini-series as "Roots" and "The Thornbirds," said he feels like the token male on the production. "It is very exciting to see so many women working on one film," he said. "Gloria's story is definitely not dated. Think of how often women are still judged by how close to a 10 they are."

Ironically, some of the women impersonating Bunnies in the film were chosen on precisely that basis. "In casting the young women who were to play the nonspeaking Bunnies," Mr. Margulies said, "we were judging them as they would have been judged at the Playboy Club - purely on their physical appearance. Yet what separated our auditions from the usual meat market was the fact that these women were auditioning for a woman director. The level of communication was completely different."

Nevertheless, the participants are aware of the contradiction built into the film. While it claims to condemn the dehumanization of the Playboy Bunnies, it will also get as much mileage as possible out of scenes showing beautiful women in scanty, tight-fitting outfits. "There's always a danger of titillation," Miss Steinem acknowledged. "You can perpetuate something merely by depicting it. I hope that some people who tune in for the wrong reasons will still get something out of it. When I speak, which I do several times a week, lots of people come out of curiosity: it walks, it talks, it's a feminist. And that's fine as long as a more human understanding comes through at the end. I hope the same will be true of the film."

The film project originated a few years ago with the co-producer, Joan Marks, who discovered Miss Steinem's 1963 article while researching a story that she sold to "Laverne and Shirley" in which Laverne auditions to become a Playboy Bunny. "That was a very watered-down story," Miss Marks said. "We even had Hugh Hefner playing himself in the episode. But when we shot it at 20th Century-Fox, everyone at the studio came on the set to watch, and I realized it was a world that was very exciting to people."

Initially Miss Steinem refused to sell the rights to her article, partly because she recalled her experience as a Bunny with some embarrassment. Many people assume that the article helped to propel Miss Steinem's career as a journalist, whereas she said, "At the time I felt it was a major career error. I lost a number of serious journalistic assignments because so many people saw me as a Bunny."

Miss Marks persisted in her desire to film the story and finally won Miss Steinem's cooperation. Miss Steinem demanded and got the right to approve the

The New York Times, December 11, 1984

screenplay. With Miss Steinem's agreement, Miss Marks and the screenwriter Deena Goldstone decided to expand the story to dramatize Miss Steinem's personal life as well as her experiences at the Playboy Club. Miss Steinem herself is the only real person named in the film. The other characters - including her lover, her roommate, her editors at Show Magazine, and the other Bunnies in the club - are given fictitious names and are in fact composites drawn from several real people whom Miss Steinem knew at the time.

In addition, her story was given a more pointed dramatic significance than it had in reality. In the film the 17 days she spends working as a Playboy Bunny radicalize her and transform her into a feminist. Miss Steinem conceded that the truth was somewhat more mundane. "It took me longer in reality to reach that conclusion," she said. "That experience was a turning point but not the turning point. I did begin to realize that my relationship to my editor and to my man friend was not dissimilar to the Bunnies' relationship to the customers. I experienced that emotionally at the time, but I didn't understand it until sometime later."

Looking back on that period, Miss Steinem recognizes that her consciousness was just beginning to change. "I was still maintaining that I was not discriminated against," she said. "If someone said to me, 'You write like a man,' I said, 'Thank you.' I felt angry, but I was suppressing it."

Miss Arthur, who has directed several episodes of "Cagney and Lacey" and the NBC-TV movie "Victims for Victims," had her own memories of the period. In 1963 she was performing in nightclubs in Chicago and spent several evenings at the Playboy mansion there. "It seemed glamorous," she recalled. "It was a fun place to go and listen to good jazz. I didn't have much understanding of women's issues then, and I never dreamed that 20 years later I would be doing a film like this."

Mr. Hefner, who has not read the script, today expressed concern that the film would not be accurate. "They are going to have to invent conflict and drama that weren't there," Mr. Hefner said. "Most of the girls have enjoyed being Bunnies. There are seven million stories in the naked city, and Gloria's is only one of them."

To play Miss Steinem, the film makers settled on Kirstie Alley, who had won acclaim in a revival of "Cat on a Hot Tin Roof" at the Mark Taper Forum in Los Angeles. "I felt a tremendous fear when I first met Gloria," Miss Alley reported. "I thought she might say, 'Oh my God, what have they done to me?' Usually when you play a famous person she's deceased. You may get a lot of flack, but not from the person herself."

Miss Steinem said she was pleased about the casting of Miss Alley but admitted to a few other dissatisfactions with the television film. Her main objection is to the title, she said, "but I don't seem to have won that battle."

CORRECTION-DATE: December 27, 1984, Thursday, Late City Final Edition

CORRECTION: An article Dec. 11 about "A Bunny's Tale," a television mini-series based on a story by Gloria Steinem, misidentified the studio that produced a "Laverne and Shirley" episode drawn in part from the same story. It was Paramount Studios.

The New York Times, December 11, 1984

GRAPHIC: photo of Gloria Steinem

LANGUAGE: ENGLISH

LOAD-DATE-MDC: #June 17, 1987#

LEVEL 1 - 35 OF 38 STORIES

Copyright 1984 The New York Times Company
The New York Times

May 24, 1984, Thursday, Late City Final Edition

NAME: Gloria Steinem

CATEGORY: Books and Literature; Social Activism

SECTION: Section C; Page 10, Column 3; Home Desk

LENGTH: 705 words

HEADLINE: BIRTHDAY CELEBRATION: GLORIA STEINEM AT 50

BYLINE: By GEORGIA DULLEA

BODY:

GLORIA STEINEM, who once fibbed about birthdays, celebrated a big one last night in the most public way possible - with 750 well-wishers in the Grand Ballroom of the Waldorf-Astoria, with Bette Midler camping on stage and Phil Donahue trailing a microphone and working the tables below, with Kit McClure and her all-woman band playing Steinem favorites like "Diamonds Are a Girl's Best Friend," and with Bella Abzug and a chorus of feminists singing:

Glow little Gloria Glisten, glisten You know how to Make 'em listen. So much for songs. The only thing to say to Gloria Steinem at her 50th birthday party was "You don't look 50." And no one could resist saying it because no one could forget her widely quoted quip at a birthday party 10 years ago. To a reporter who remarked, "You don't look 40," she replied, "This is what 40 looks like. We've been lying for so long, who would know?"

It was agreed that 50 looked even better, as the birthday person arrived at the Waldorf, not in blue jeans but in blue silk, her arm circled in a serpent-shaped rhinestone bracelet, her bare shoulders dusted with glitter. She looked, as someone put it, "younger, thinner and blonder than ever."

"More radical," added Miss Steinem, noting that aging is still harder on women than on men. This was one reason she went public with her 50th, she said, "to make a dent in the age barrier."

Not that she has always been truthful about birthdays. At 13, while dreaming of tap-dancing her way out of Toledo, she tried to pass for 21. At 30, she posed as a Playboy bunny, edited "The Beach Book" and said nothing when the publicity department shaved off a few years. At 40, as an international symbol of feminism, she flaunted her birthday for the first time, and older women around the country cheered. "I haven't stopped talking about my age since,"

The New York Times, May 24, 1984

she said with a big smile.

Another reason Miss Steinem went public with her birthday was to raise money for two organizations she helped found. Proceeds from the \$250- a-plate dinner will go to the Ms. Foundation, which finances women's projects, and to the Ms. Foundation for Education and Communication, which publishes Ms. magazine where Miss Steinem works as an editor.

"Gloria made sisterhood a household word," said Mr. Donahue, co-host of the party with his wife, Marlo Thomas. "Even truck drivers know her name."

Alan Alda, one of few men whose faces have appeared on the cover of Ms. (they showed Robert Redford's back), gave the toast to "a woman of history" and read fake telegrams from "Ron" and "Phyllis Schlafly."

The guests, a mix from the worlds of show business, politics, television, publishing and feminism, included George McGovern, Diane Sawyer, Norman and Frances Lear, Tom Brokaw, Letty Cottin Pogrebin, Marvin Hamlisch, Stewart Mott, Donna Shalala, Sherry Lansing, Sally Ride, Peter Jennings, Elizabeth Holtzman, Ralph Nader, Carol Bellamy, Jane Pauley and Gary Trudeau, Eleanor Smeal, Helen Gurley Brown and a 51-year-old in black sequins named Carol Burnett.

"I remember when my grandmother turned 47 - I wept," Miss Burnett said, mugging. "Now it's a whole new world for women."

Then there was 4-month-old Alta Todhunter Buden, who got to go to the party because her baby sitter didn't show up. She wore pink flannel and slept through the first course.

Although Miss Steinem's real birthday was on March 25, her friends gave her two more months at 49 while they wrestled with the details of the celebration. These included a dinner of veal, asparagus and chocolate cake, pink and white peonies, 1,000 balloons and a silver-covered souvenir book, "Gloria at 50," for each guest.

The book was filled with photographs from Miss Steinem's personal scrapbook and was designed by Milton Glaser, a buddy from her days as an editor and political columnist for New York magazine, which was born in her living room. The photo that got the most attention was the recent one of Miss Steinem in a bubble bath, which appeared in People magazine and which she now admits was "not the smartest thing I ever did."

For the book someone wrote this caption: "Gloria in the tub. So, this is what 50 looks like."

GRAPHIC: photos of guests at party for Gloria Steinem

LANGUAGE: ENGLISH

LOAD-DATE-MDC: #June 17, 1987#

LEVEL 1 - 37 OF 38 STORIES

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People

People, October 17, 1983

October 17, 1983

SECTION: PICKS & PANS; Pages; Pg. 20

LENGTH: 290 words

HEADLINE: OUTRAGEOUS ACTS AND EVERYDAY REBELLIONS;
by Gloria Steinem

HIGHLIGHT:

A checklist of this week's noteworthy TV shows, books, movies, records and other happenings

BODY:

It is safe to say that for millions of American women, Gloria Steinem represents a feminist ideal fulfilled: She has taken action and with that action she has helped to change society. In one of the essays in what is, surprisingly, her first book, she describes the transformation the women's rights movement has brought about in America: "We [now] have words like 'sexual harassment' and 'battered women.' A few years ago, they were just called 'life.'" Steinem was a respected journalist long before she founded Ms. magazine; until 1971 she had written a political column for New York (another publication she helped found). A wide range of her writing over the last quarter of a century is represented in this volume, including the famous expose "I Was a Playboy Bunny." There are profiles of Richard Nixon and Eugene McCarthy, too, and other classic pieces that will be familiar to the readers of Ms. magazine -- "If Men Could Menstruate," "The Real Linda Lovelace" and "Jackie Reconsidered." The lengthy introduction to this volume offers penetrating glimpse into the private Steinem and how she has changed from the young uncommitted journalist she once was: "I didn't fight hard enough. I was grateful for celebrity profiles as a step up from the traditional 'girl writer' assignments I was inevitably given and to which I sometimes succumbed." Another section of this anthology, entitled "Ruth's Song (Because She Could Not Sing It)," reveals how psychological illness ravaged Steinem's mother, who died in 1981 in a Maryland hospital. Much of the book contains material printed before, but this section is new. It is the most poignant part of an impressive book. (Holt, Rinehart and Winston, \$14.95)

GRAPHIC: Picture, Gloria Steinem's first book is a collection, Outrageous Acts and Everyday Rebellions. RON GALELLA

LANGUAGE: ENGLISH

Talk To
Lisa

5/4

- PSA
- Working Women

Please get
into this &
see where
it is

EXECUTIVE OFFICE OF THE PRESIDENT

08-Apr-1994 06:25pm

TO: Pamela Barnett
FROM: Jonathan P. Gill
Office of Media Affairs

212 627-9120

SUBJECT: Frontline project on Wellesley Class of '69

Pam,

Frontline is working with Johanna.

Executive Producer is Ofra Bikel. They hope to do an interview with HRC on her class -- nothing about HRC in her current life.

Fear is that if HRC does not support this, her classmates will be unwilling to talk. How can you talk if you can not talk about the obvious?

Johanna is afraid that there has been a snafu in the communications between HRC and her support staff.

If questions, please call Johanna at 617-396-0492.

Wellesley is permitting them to film at Wellesley and at the Reunion.

Your messenger!

Jock

Vcc: Lisa Caputo

OFRA BIKEL PRODUCTIONS

24 West 69th Street, New York, NY, 10023

yes.
to put
talk to
laurel

Copy 4/13/94

December 23, 1993

Ms. Lisa Caputo
Press Officer
Office of the First Lady
White House
Washington, DC

Dear Ms. Caputo:

Together with my co-producer, Rachel Dretzin, I'm working on a PBS documentary program tentatively called *Hillary's Class: The Best and the Brightest*.

We plan to use the 25th reunion of Hillary Rodham Clinton's Wellesley graduating class to explore the struggles and successes of a group that Mrs. Clinton herself has called "a transitional generation." These are women who were the "best and the brightest" at a time when society was opening its doors to women. Their lives offer a window into some of the issues women faced as they made difficult personal and professional choices in a rapidly changing political landscape. *

Rachel and I have already met many members of the Wellesley class of 1969, scattered across the country. We've been enormously impressed by their sensitivity and thoughtfulness when talking about their lives, what they have achieved, and what they found out they couldn't achieve.

Over the coming weeks, we're continuing to contact and meet with members of the class. Obviously, we'll be unable to see everyone, and for the final program, we'll only interview a handful, some more in-depth than others. Our intention is not to portray the class of '69 as a homogenous group, but to select women who have made different choices about how to live their lives.

The Wellesley College Public Affairs office has been extremely cooperative in providing us with background information and helping us to make contact with class members. Almost every class member we've spoken with has been excited about the project, and willing to participate.

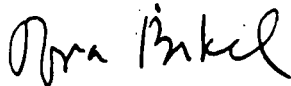
- 2 -

We would very much like to interview Mrs. Clinton (who is admired and loved by all of her classmates.) Her insights and reflections about life at Wellesley and since would be invaluable to the program. Would it be possible to schedule a time to tape an interview sometime this coming Spring?

I am attaching a publicity release which summarizes my work as an independent producer for public television. I also enclose a videocassette of one of my recent programs, *Anita Hill and Clarence Thomas - Public Hearing, Private Pain*.

We are planning for this program to air in the Autumn of 1994 on public television as part of the FRONTLINE documentary series. We welcome any ideas and suggestions you or Mrs. Clinton may have at this time. I look forward to hearing from your office.

Sincerely,



Ofra Bikel

FRONTLINE

BIOGRAPHY

OFRA BIKEL PRODUCER

Ofra Bikel is an award-winning journalist and documentary filmmaker. Her latest project, "Innocence Lost: The Verdict," is the culmination of her three-year long examination of the child sexual abuse charges at a daycare center in the small town of Edenton, North Carolina. This program, a FRONTLINE special broadcast over two nights in July 1993, is the second piece Bikel has produced on the Edenton daycare case. Her original 1991 documentary, "Innocence Lost," was honored with both an Emmy Award and an Alfred I. duPont-Columbia University Silver Baton.

In 1992, FRONTLINE broadcast Bikel's "Clarence Thomas and Anita Hill: Public Hearing, Private Pain." That program explored the impact of Thomas's Supreme Court confirmation hearings on black Americans, and received the 1992 Emmy award.

Educated at the University of Paris and the High Institute of Political Science in Paris, Bikel began her career in the United States as a researcher for ABC television. She soon moved into public television, producing films for such series as *Your Dollars Worth*, *Enterprise*, and *The Great American Dream Machine*.

During the late seventies, Bikel returned to her native Israel to produce over thirty films on political, economic, and cultural subjects ranging from a Russian orchestra's move to the desert to the emotional and cultural breakdown of Oriental Jewry in Israel.

Bikel's career with FRONTLINE started when the series began in 1983. Her FRONTLINE credits include: "Poland: The Morning After," "American Games, Japanese Rules," and "Israel: The Price of Victory." "Whatever Happened to Mom and Dad," which aired in 1984, examined the experience of coping with aging parents. "The Russians Are Here," which she produced in 1983 for FRONTLINE's premier season, was the first FRONTLINE film to be sold to the USSR.

Bikel has won numerous awards, including several Emmys and a first prize at the Jerusalem Film Festival. Her films have been broadcast throughout the United States and internationally. She lives in New York City where she owns a production company.

125 Western Avenue
Boston
Massachusetts 02134
617 783 3500
Fax 617 254 0243
Telex 710 330 6887

Quality Hotel

Tel: 703-522-6814

From: RACHEL DRETZIN / FRONTLINE
To: LIZ BOYER
Company: WHITE HOUSE

Date: 5/4/94
Time:
FAX #: (202) 456-2239

Message:

one page attached

VOICE: 703-524-4000 FAX: 703-524-1046

1200 North Courthouse Road, Arlington, VA 22201

FRONTLINE

5/3/94

Liz Boyer
202-456-2239

Dear Liz,

Please excuse the handwriting. We are working out of our hotel + our traveling printer broke!!

Here is the first page of a letter to the Wellesley class of 1969 we've drafted for the reunion. (We haven't included the second + final page because it's all about reunion logistics.)

We hope it can be of use to you in your preparations. Thanks so much for your time. If you have any further questions before the interview on Thursday, don't hesitate to call us! Our hotel phone number is (703) 524-4000 - Rooms 515 or 517 or you can leave a message on our voicemail in N.Y. 212-627-9120.

All the best,

Rachel Previn + Jane Wurt

125 Western Avenue
Boston
Massachusetts 02134
617 783 3500
Fax 617 234 0243
Telex 710 330 5887

Fax Transmission

No. of pages incl. this one: # 5

To:

Patti Solis / Chaz Fisk

Fax number:

202-456-2461

From:

Marie Wilson

Date:

~~Tuesday, February 22, 1994~~ March 1

If you do not receive all pages, please contact:

Ms. Foundation for Women

141 5th Avenue, Suite 6S

New York, NY 10010

212-353-8580/FAX: 212-475-4217

M1 * 7
Lefie Podignin
212 873 1460
J. L. L.

Mrs. Foundation for Women

THE
NATIONAL
WOMEN'S
FUND

February 22, 1994

Patti Solis
Special Assistant to the President
Director of Scheduling for the First Lady
The White House
Washington, D.C.

Dear Patti:

Per your conversation last week with Gloria Steinem, I am enclosing the description of the grantees for this year's GLORIA STEINEM AWARDS. Along with these grantees we hope the Mrs. Clinton will accept an award from us for her determination in creating a health care system that is accessible to all Americans.

In addition, this year marks Gloria Steinem's 60th birthday. At the awards we will pay tribute to Gloria for the work she has done on behalf of all women. I know that it would mean a lot to Gloria to have Mrs. Clinton celebrate this occasion with her.

I am sending you the program from last year's event. We are elated at the possibility of Mrs. Clinton joining us on May 9th.

Please feel free to call if you have any further questions.

Sincerely,

Marie

Marie Wilson
President

6th annual
→ Plaza Hotel
→ fundraiser for Mrs. Foundation
~~at 2~~

audience. corporate,
large donors,
celebrity
people involved
in foundation } 500

Sandy Parkhurst
272-3-121

Melanie -
what
think?

Everett FOK (P) May 9, 1994



Sixth Annual Gloria Steinem Awards Dinner

1. **Date:** Monday, May 9, 1994
2. **Place/Time:** Grand Ballroom, The Plaza Hotel
Press Op: 6:00 p.m.
Cocktails: 6:30 p.m.
Dinner : 7:30 p.m.
Program : 9:00 p.m.
Conclusion: 10:30 p.m.
3. **Awardees**

Byllye Avery
Founder and Former Director
National Black Women's Health Project

Catlin Fullwood
Executive Director,
People of Color Against AIDS
Chair of the Board,
Ms. Foundation for Women

Denise Gamache
Director, WHISPER, Minnesota
Expert on violence prevention
4. **Presenters**
HRC
with
To be determined.
Possibilities:
Joanne Woodward,
Bette Midler, Jodie Foster
5. **Theme** Healthy Girls/Healthy Women *There all year*
6. **Secondary Theme** 60th Birthday Celebration
for Gloria Steinem *project -*
women
girls & health
backgrounds

Post-It™ brand fax transmittal memo 7671 # of pages 1

To Amy Zi Patti — nson.
 Co. I think this
 Dept. would be great to
 Fax # do! Suellen was
 early supporter!
 Thanks! Amy

March 30, 1994

Ms. Amy Zisook
 The White House
 Washington, D.C.

Dear Amy:

It was great to talk to you. We miss you here in Chicago. Following is the information on my request.

The Juvenile Diabetes Foundation is hosting a dinner to salute Harry Caray's 50 years in broadcasting on Thursday, May 19th, at the Fairmont Hotel. For the event, WGN-TV is producing a video to be shown that evening and later presented to Harry as a memento.

We would be honored to have President and Mrs. Clinton say a few congratulatory words to Harry in the video. Footage could be shot in D.C. or we could arrange to have WGN shoot footage at the ballpark on April 4 when Hillary is in town for the Cubs season opener.

With reservations already pouring in, we will have approximately 1,000 guests at the dinner and will raise over \$300,000 for diabetes research. As you can see from the letterhead, Ron Santo is chairing the event and Geoff Shields is on the corporate committee. Included among our guests will be many Cubs players, young and old, as well as fans, other celebrities and Chicago civic and business leaders. Harry's son, Skip, announcer for the Atlanta Braves and grandson, Chip, announcer for the Seattle Mariners, will also attend.

I hope very much that one or both of the Clintons will be able to participate in this evening through the video (unless, of course, they would like to come to the dinner!) This will be "the" event to honor Harry's 50 years in sports broadcasting.

Thanks for your help. Please call me if you have any questions or would like further information on Harry's history.

Many thanks,

Suellen

Suellen Johnson
 H) 708-256-8128
 W) 312-664-4462

cc: Erskine Bowles

Key people: congratulating on SD yrs
 Don Holtz, Notre Dame →
 (son has diabetes)
 Stan Musial →
 Cold player for Cardinals
 started w/ Harry in the booth)

1994 MAN OF THE YEAR

Juvenile Diabetes Foundation Greater Chicago Chapter
 70 West Hubbard Street, Suite 205, Chicago, Illinois 60610 312-671-1133

Jack Buck - Cardinals
 still alive
 from that era



TAKE ME OUT TO THE
 BALLROOM
 A SALUTE TO
 HARRY CARAY'S
 50TH YEAR IN
 BROADCASTING

CHAIRMAN
 Ron Santo

CORPORATE CHAIRMAN
 Tom Meador
 The Balcon Company

CORPORATE VICE CHAIRMEN

Patrick Aulbor
 Chicago Board of Trade
 Steve Barnett
 C.D.C. Inc.
 Gary Behan
 CB Commercial Real Estate Group
 Samuel DiPiazza
 Coopers & Lybrand
 Michael Morrison
 Hopkins & Sutter
 Dave Murray
 Funn & Young
 Jim Nathanson
 Kemper Financial Services
 Jack Sandner
 Chicago Mercantile Exchange
 Mike Segal
 New North Insurance
 Geoffrey Shields
 Gardner, Carton & Douglas
 Michael Zavis
 Kohn, Muelin Zavis

EVENT CHAIRS

Suellen Johnson
 Myrna Stein

GREATER CHICAGO CHAPTER

PRESIDENT

Maurice (Corky) Perlstein, Jr.

EXECUTIVE DIRECTOR

Robin S. Harding

written in part by

maybe Letterman



1 or 2 minutes
 HRC

Introducing the video
 welcome, good evening, thanks for help

of diabetes his name
 to Harry Sugar for cause

hope to
 raise
 more than
 \$400,000

Pres & I

Withdrawal/Redaction Marker

Clinton Library

DOCUMENT NO. AND TYPE	SUBJECT/TITLE	DATE	RESTRICTION
001. letter	From: Suellen Johnson, To: Amy Zisook, Re: Juvenile Diabetes Foundation Dinner [partial] (1 page)	3/30/94	b(6)

COLLECTION:

Clinton Presidential Records
First Lady's Office
Liz Bowyer
OA/Box Number: 3986

FOLDER TITLE:

[HRC Daily File] May 4, 1994, Miscellaneous

2014-0483-S

sb418

RESTRICTION CODES

Presidential Records Act - [44 U.S.C. 2204(a)]

- P1 National Security Classified Information [(a)(1) of the PRA]
- P2 Relating to the appointment to Federal office [(a)(2) of the PRA]
- P3 Release would violate a Federal statute [(a)(3) of the PRA]
- P4 Release would disclose trade secrets or confidential commercial or financial information [(a)(4) of the PRA]
- P5 Release would disclose confidential advice between the President and his advisors, or between such advisors [(a)(5) of the PRA]
- P6 Release would constitute a clearly unwarranted invasion of personal privacy [(a)(6) of the PRA]

C. Closed in accordance with restrictions contained in donor's deed of gift.

PRM. Personal record misfile defined in accordance with 44 U.S.C. 2201(3).

RR. Document will be reviewed upon request.

Freedom of Information Act - [5 U.S.C. 552(b)]

- b(1) National security classified information [(b)(1) of the FOIA]
- b(2) Release would disclose internal personnel rules and practices of an agency [(b)(2) of the FOIA]
- b(3) Release would violate a Federal statute [(b)(3) of the FOIA]
- b(4) Release would disclose trade secrets or confidential or financial information [(b)(4) of the FOIA]
- b(6) Release would constitute a clearly unwarranted invasion of personal privacy [(b)(6) of the FOIA]
- b(7) Release would disclose information compiled for law enforcement purposes [(b)(7) of the FOIA]
- b(8) Release would disclose information concerning the regulation of financial institutions [(b)(8) of the FOIA]
- b(9) Release would disclose geological or geophysical information concerning wells [(b)(9) of the FOIA]

(b)(6)

001

- "Man of the Year" - usually sports figure who gives good name
- Ryne Sandberg
 - Michael Jordan
 - Jim McMahon
 - Lou Holtz
 - Mike Ditka, Bears for many years

The audience

1,000:

corporations

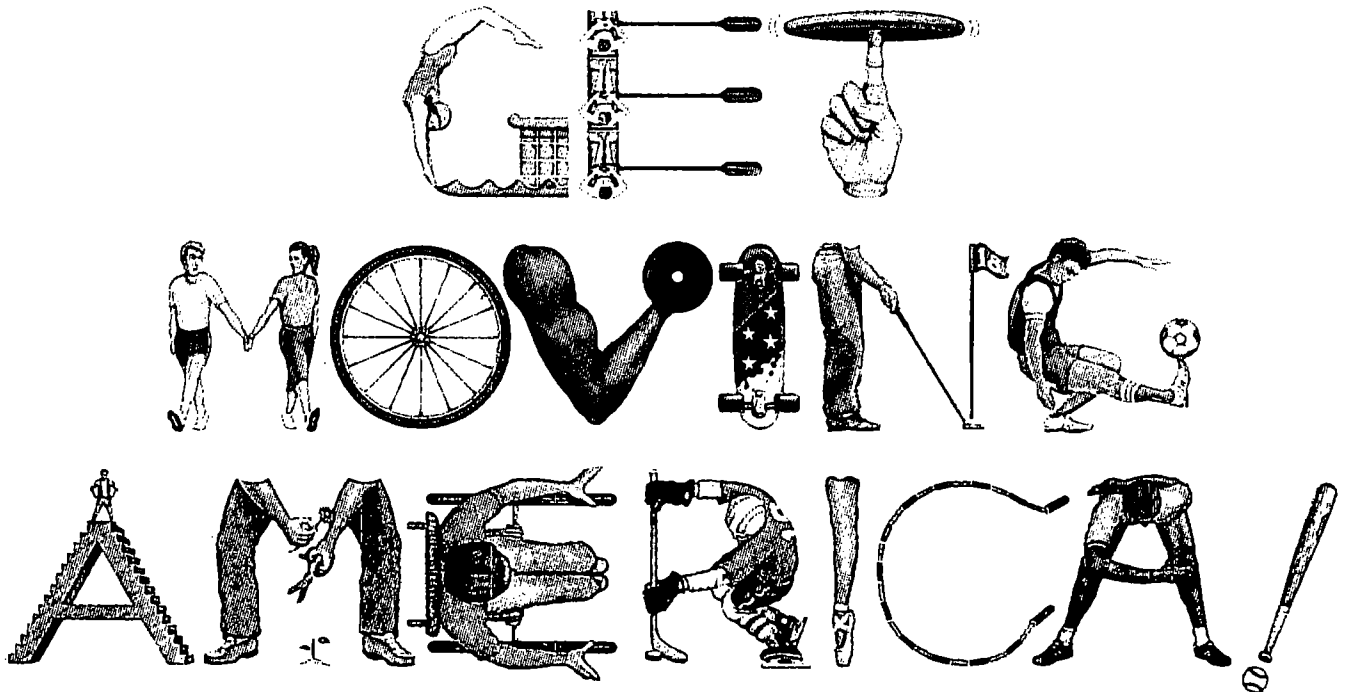
Cubs players & former players



**THE PRESIDENT'S COUNCIL
ON PHYSICAL FITNESS
AND SPORTS**

*Karen
bush*

*6631
bush
219-9243*



**PHOTOCOPY
PRESERVATION**



FLORENCE GRIFFITH JOYNER
Co-Chair

TOM McMILLEN
Co-Chair

COUNCIL STAFF

SANDRA PERLMUTTER
Executive Director

MATTHEW GUIDRY, Ph.D
Deputy Executive Director

YORK E. ONNEN
Director of Program Development

PHILLIP F. WIETHORN
Press Secretary

CHRISTINE G. SPAIN
Director of Research, Planning
and Special Projects

THE PRESIDENT'S COUNCIL ON PHYSICAL FITNESS AND SPORTS

Washington, D.C. 20004 (202) 272-3430

Fax # (202) 504-2064

**PHOTOCOPY
PRESERVATION**



THE PRESIDENT'S COUNCIL ON PHYSICAL FITNESS AND SPORTS
WASHINGTON DC 20004

MISSION STATEMENT

The President's Council on Physical Fitness and Sports (PCPFS) serves as a catalyst to promote, encourage and motivate the development of physical fitness and sports participation for all Americans of all ages. Established by Executive Order in 1956, the PCPFS is made up of twenty members appointed by the President. Assisted by elements of the U.S. Public Health Service, the PCPFS provides guidance to the President and the Secretary of Health and Human Services on how to get more Americans physically active.

The PCPFS enlists the active support and assistance of individual citizens, civic groups, private enterprise, voluntary organizations, and others in efforts to promote and improve physical activity and fitness of all Americans. PCPFS encourages the development of community recreation, physical fitness, and sports participation programs. It initiates programs to inform the general public of the importance of exercise and the link which exists between regular physical activity and good health.

The PCPFS assists business, industry, government and labor organizations in establishing sound physical activity and fitness programs to reduce the financial and human costs resulting from physical inactivity. It assists recreation agencies and national sports governing bodies at all levels in developing "sports for all" programs which emphasize the value of sports to physical, mental, and emotional fitness. PCPFS assists educational organizations at the national, state and local levels in developing high quality, innovative, comprehensive health and physical education programs which emphasize the importance of exercise for good health.

The PCPFS develops cooperative programs with medical, dental and other similar professional associations to encourage the implementation of sound physical fitness practices and sports medicine services. PCPFS stimulates and encourages research in the areas of sports medicine, physical activity and fitness and sports performance. In addition, the PCPFS plays a major role in tracking the physical activities and fitness aspects of Healthy People 2000.



THE PRESIDENT'S COUNCIL ON PHYSICAL FITNESS AND SPORTS
WASHINGTON DC 20004

FLORENCE GRIFFITH JOYNER

Florence Griffith Joyner has elevated women's track to a new level with her three Gold and one Silver medal-winning performance in the 1988 Summer Olympics. Her still-standing World Record times in the 100- and 200-meter events have rightly earned her the title "World's Fastest Woman."

To that impressive list Joyner recently added political appointee, as she and ex-basketball player Tom McMillen have been chosen by President Clinton to replace Arnold Schwarzenegger as chair of the President's Council on Physical Fitness and Sports. "While the president continues to find ways to reduce our national debt, I'll be helping Americans trim the fat off their diets," says Joyner. "Preventing illness is the first and best step toward reforming our health care system, and I hope to do my part by encouraging healthy eating habits and regular exercise among all Americans." Florence is the first woman ever appointed to this position.

Born and raised in Watts, she was the seventh of eleven siblings raised by a divorced mother who instilled in her children the values of independence and individualism. Florence began running at the age of seven under the auspices of the Sugar Ray Robinson Youth Foundation. By adolescence, she had become an accomplished long jumper and one of the top runners in California. Joyner did not seclude herself in athletics however; a straight-A student, she enrolled as a business major at Cal State/Northridge before earning a scholarship to UCLA, where she studied psychology. Joyner's track and field skills blossomed under UCLA coach Bob Kersee where she first qualified for the Olympic trials in 1980.

The turning point came in 1984, when Joyner earned the Silver medal in the 200-meter track event at the Los Angeles Summer Olympics. 1988 proved a year of fruition for Florence Griffith Joyner, the first American woman to win four medals - three Gold and one Silver - in one Olympic year. The toast of Seoul, Joyner opened a floodgate of honors in the wake of her performance: U.S. Olympic Committee's Sportswoman of the Year, Track and Field Magazine's Athlete of the Year, Associated Press Sportswoman of the Year, UPI Sportswoman of the Year, Jesse Owens Outstanding Track and Field Athlete, Tass News Agency's Sports Personality of the Year...And that was just 1988! As amateur athletics go, there is no higher honor than receiving the Sullivan Award. In 1989 that became a reality for Florence.

Recipient of a Distinguished Service Award from the United Negro College Fund, Joyner remains in increasing demand as a spokeswoman for such worldwide concerns as Project Eco-School (a resource center for environmental education), The American Cancer Society and The Multiple Sclerosis Foundation.

Joyner also encourages goal-setting and achievement through the Florence Griffith Joyner Youth Foundation, a non-profit foundation helping disadvantaged youth which she co-founded this year with her husband, Olympic Gold medalist Al Joyner. The Foundation provides youth with the necessary financial, emotional and educational support in achieving their expressed goals, promoting self-esteem and social interaction while involving family and friends in the process. With its emphasis on positive self-image, the Foundation has been invited to become part of the national DARE PLUS (Play Learning Under Supervision) program.

With strong belief in God and family, Joyner and her husband recently welcomed into the world a daughter, Mary Ruth Joyner, affectionately dubbed "Mo Jo" by the media.



THE PRESIDENT'S COUNCIL ON PHYSICAL FITNESS AND SPORTS
WASHINGTON DC 20004

CHARLES THOMAS McMILLEN

Tom McMillen, who served three consecutive terms in the U.S. House of Representatives from the 4th Congressional District of Maryland from 1987 to 1993, was recently named by President Clinton to co-chair the President's Council on Physical Fitness and Sports.

Mr. McMillen began his involvement with the Council as a high school student in 1970 when he was selected by President Nixon as a member of the Council. He received a Bachelor of Science degree, Phi Beta Kappa, in chemistry (pre-med) in 1974 from the University of Maryland, and had the honor of delivering his class commencement address. While he attended the University, he was a three-time All-American in basketball, an academic All-American, and was a member of the 1972 U.S. Olympic Team. McMillen is the first University of Maryland student to be awarded a Rhodes Scholarship, on which he received a Master of Arts in politics, philosophy, and economics from Oxford University in 1978.

In the 1974 National Basketball Association draft, McMillen was the first selection by the Buffalo Braves. He subsequently played for 11 years in the N.B.A. with the New York Knicks, Atlanta Hawks, and the Washington Bullets, when he retired to run for Congress in 1986.

In Congress, Mr. McMillen served on the Energy and Commerce Committee and the Science, Space and Technology Committee. He was unanimously elected as President of the Democratic Freshman class of the 100th Congress. While in Congress, Mr. McMillen held the Maryland record for consecutive House floor votes, casting 2,050 votes in a row during his first five years in office. He served as Chairman of the Congressional Chesapeake Bay Caucus, Co-Chairman of the Congressional Biotechnology Caucus, and Vice-Chairman of the Federal Government Task Force.

Mr. McMillen serves as Chief Administrative Officer for CliniCorp, Inc., a management company specializing in spinal care. Additionally, he is affiliated with the Washington law firm of Verner, Liipfert, Bernhard, McPherson and Hand as a business and legislative consultant.

In May, 1988, Mr. McMillen was inducted into the GTE Academic All-American Hall Fame and is a charter member. He served on the Knight Foundation's Commission on Intercollegiate Athletics that investigates abuses within college sports. Mr. McMillen is the co-author of a book on sports and ethics in America, entitled Out of Bounds.

Mr. McMillen serves on the Board of Visitors of the University of Maryland School of Public Affairs and is National Chairman of the University of Maryland Presidents Club. He is an Advisory Council Member of the Paul Nitze School of Advanced International Studies of the Johns Hopkins University and is a member of the Board of Directors of the International Visitors Center.



THE PRESIDENT'S COUNCIL ON PHYSICAL FITNESS AND SPORTS
WASHINGTON DC 20004

SANDRA PERLMUTTER

Sandra Perlmutter is the Executive Director of the President's Council on Physical Fitness and Sports, having been appointed by President Clinton and Department of Health and Human Services Secretary, Donna Shalala. Ms. Perlmutter, an avid runner, is the first woman to be named to this position. She is a management expert with a history of high level administrative experience.

For more than 12 years, Ms. Perlmutter served as the Assistant Secretary of the Democratic National Committee (DNC). During her tenure at the DNC, she advised presidential candidates and their representatives, members of Congress, five National Party Chairmen, and state and local elected officials on governance, procedural matters, and political strategy. In addition, she assisted grassroots constituencies with the implementation of the rules, platform, and credentials process for three Democratic National Conventions.

Following her service in the Democratic Party, Ms. Perlmutter was appointed Director of Public Affairs for the Close-Up Foundation (the largest national non-profit civic education organization in the country). She managed the Foundation's press, media and public relations initiatives. Ms. Perlmutter then joined Celebrity Service International, Inc., as Vice President in its Washington, D.C., office.

Ms. Perlmutter is a graduate of the University of Missouri, with a B.S. in Education, specializing in Speech Pathology/Audiology. She has published and edited eight books and served as a consultant to a newspaper company for its "start up" trade daily. Her own writing features have appeared in several newspapers and magazines.

Ms. Perlmutter served on the Executive Board of the American Association of Young Political Leaders (AAYPL) for six years and as an AAYPL delegate to the Atlantic Treaty Association's conference for five years. She currently serves on the board of directors of the Hebrew Home of Greater Washington.

It is Ms. Perlmutter's hope that the President's Council will play a key role in creating equity in physical activity, fitness and sports opportunities for our country's youth, elderly, disadvantaged, women, minorities and persons with disabilities. And, it is her dream that every American will, one day, experience the benefits she has received by making fitness and exercise a part of daily life.



THE PRESIDENT'S COUNCIL ON PHYSICAL FITNESS AND SPORTS
WASHINGTON DC 20004

Contact -
Phillip Wiethorn
202-272-3427

**NEWS FROM THE PRESIDENT'S COUNCIL
ON PHYSICAL FITNESS AND SPORTS**

**EMBARGOED FOR BROADCAST OR
PUBLICATION UNTIL 9 PM EST,
SATURDAY, NOV. 6, 1993**

**NEW OPINION SURVEY SHOWS AMERICANS UNDERSTAND
LINK BETWEEN REGULAR PHYSICAL ACTIVITY AND GOOD
HEALTH (THEY JUST DON'T PRACTICE IT!)**

Most "Less Active" Americans Want to be More Active

Washington, D.C. - A national opinion survey, "American Attitudes Toward Physical Activity and Fitness," shows that while less active adult Americans understand the direct link between regular physical activity and improved health and physical appearance, more than four out of ten (41%) say they are not likely to increase their physical activity in the near future.

The survey of 1,018 Less Active adults was commissioned by the President's Council on Physical Fitness and Sports in collaboration with the Sporting Goods Manufacturers Association, to better understand why so many Americans indulge in primarily sedentary lifestyles. The poll was conducted in mid-October by Peter D. Hart Research Associates, a national polling firm.

Nearly two-thirds (64%) of the physically Less Actives interviewed said that although they would like to exercise more, they are unable to find the time. Less than ten hours per week of leisure time was reported by nearly half of the respondents. Among the Less Actives, 84% watch television at least 3 hours per week, suggesting that they do have the time available, but would rather watch television than engage in physical activity.

Insufficient physical activity is not confined to certain segments of American society. It is truly a nationwide problem. While certain subgroups, such as women, African-Americans, and poor persons are disproportionately represented in the less active group, the extent to which low levels of activity can be found in all population groups is even more striking: young persons and senior citizens, more-educated as well as less educated. A majority of the Less-Actives are under the age of 45, and nearly half have attended college. Nearly two-thirds (59%) of the Less Actives say they would like to be more physically active, and nearly half (49%) say it would be easy to increase their activity level.

more

Several factors surfaced on what would motivate relatively inactive persons to become more physically active. Improved health was the top reason to become more physically active named by two-thirds (67%) of the Less Actives. Nearly as important as health is the desire for greater strength and energy throughout daily life, cited by 59% as an extremely strong motivation for exercising.

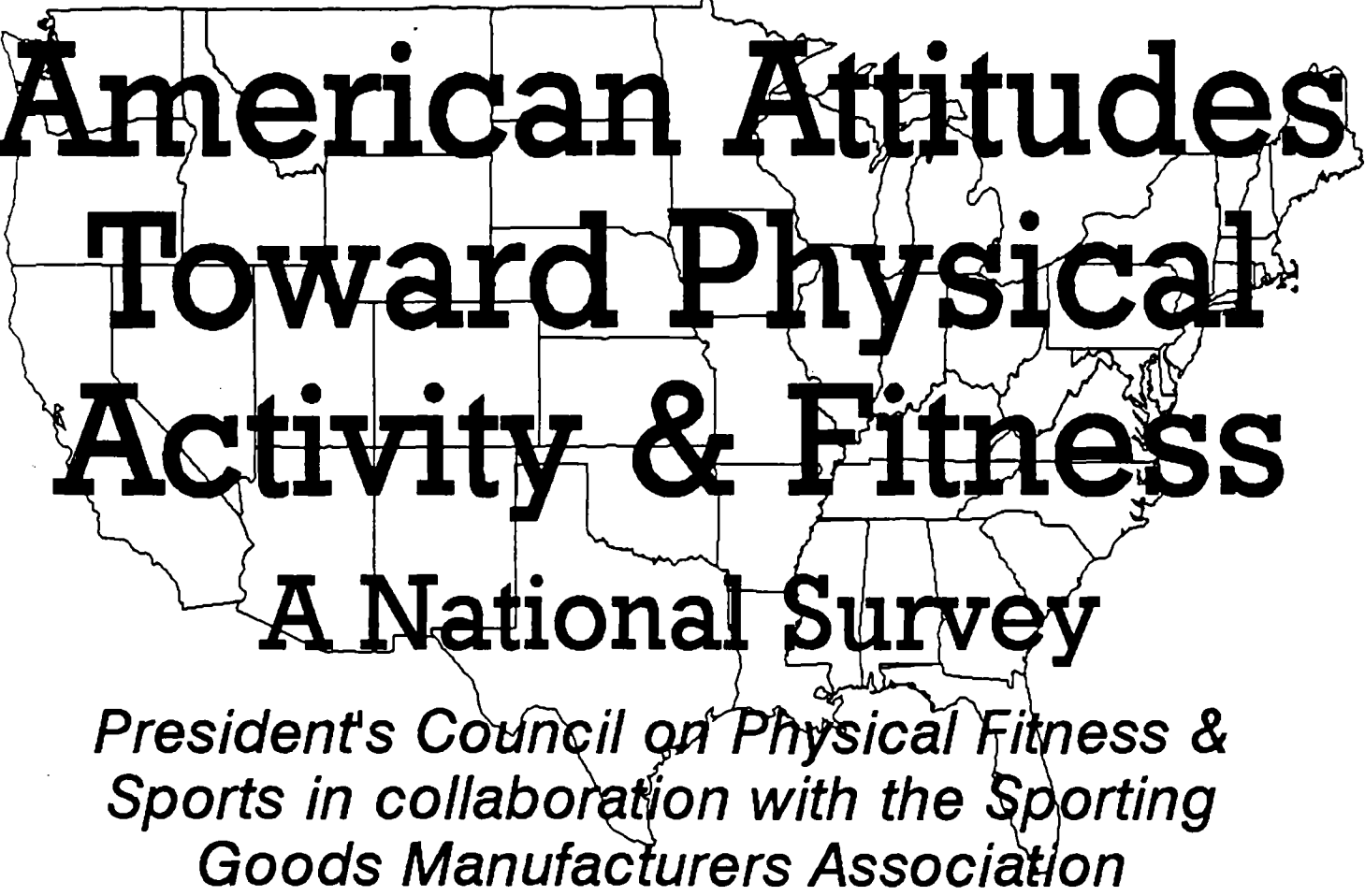
Friends and family were identified as the most influential in encouraging Less Actives to become more active. The single most effective encouragement is the companionship of a friend or relative during exercise or other physical activity. Among friends and relatives, spouses provide an especially strong positive influence. For many Less Actives, spouses, boyfriends and girlfriends proved an especially strong positive influence.

Doctors and other health professionals are also in a position to influence the nation's physical fitness, but of the Less Actives, only 31% have ever been told by a health professional to be more active, and only 21% within the last two years. But seven out of ten persons who have been encouraged by a doctor say they would like to be more active, underscoring the potential impact of doctors.

Employers have an important role to play, especially with regard to time pressures faced by working Americans. Majorities of Less Actives who work say that employer paid for fitness centers, time off for exercise, or, athletic facilities at the workplace would probably lead them to exercise more frequently.

The President's Council on Physical Fitness and Sports will use the poll's results to help develop strategies to more effectively reach the Less Actives and to stimulate increased physical activity among them.

Peter D. Hart Research



American Attitudes Toward Physical Activity & Fitness

A National Survey

*President's Council on Physical Fitness &
Sports in collaboration with the Sporting
Goods Manufacturers Association*

Survey Overview

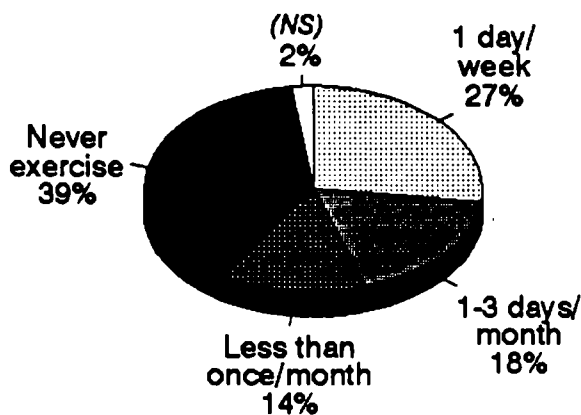
■ From October 15 to 20, 1993, Peter D. Hart Research Associates conducted a national telephone survey among a representative sample of 1,018 "Less Active" American adults age 18 and over, defined as those who exercise vigorously less than twice a week. In addition, a shorter interview was conducted for comparison purposes among 1,006 "More Active" adults, who engage in vigorous exercise at least two times a week. The screening and interviewing process found that Less Actives make up 43% of the overall adult population, while More Actives represent 57% of all adults.

■ The purpose of the survey was to explore the attitudes of Less Active adults toward physical activity and physical fitness. In particular, the survey examines Less Actives' level of interest in increasing their physical activity, the barriers they perceive to being active, and what kinds of information and changes might lead them to expand their level of activity. The survey also recorded standard demographic information, including gender, age, income, race, and occupation.

■ The survey was conducted on behalf of the President's Council on Physical Fitness and Sports, in collaboration with the Sporting Goods Manufacturers Association.

Fact Sheet 1: Levels of Activity

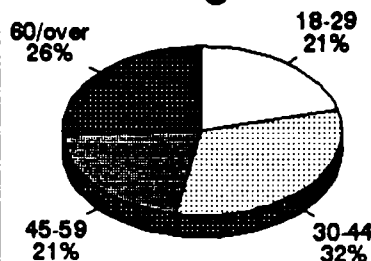
Less Actives' Level Of Vigorous Exercise



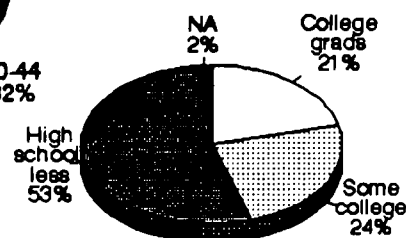
Q1

A Profile Of The Less Active

Age



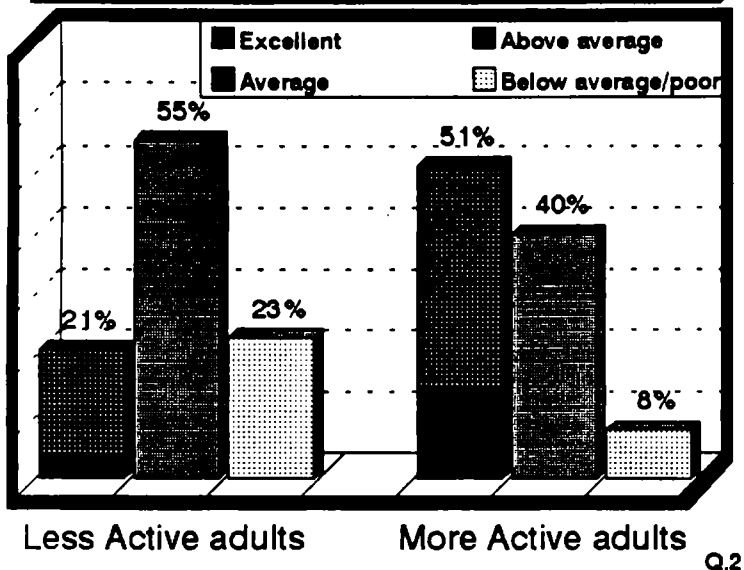
Education



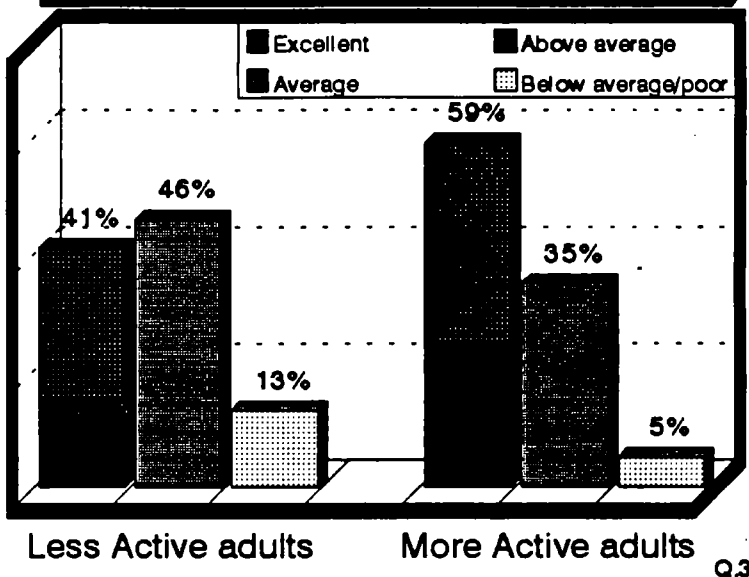
■ The survey suggests that activity levels overall are not what they should be. Fully 43% of all adults qualify as "Less Actives," which means that they fail to engage in vigorous exercise even two times a week. Certain subgroups, such as women and lower-income Americans, are represented disproportionately in the Less Active group. More striking, however, is the extent to which low levels of activity can be found in all groups: young Americans as well as old, the better educated as well as the less educated. A majority of the Less Actives are under age 45, and 46% have attended college. Insufficient physical activity is not confined to pockets of our society—it is a nationwide problem.

American Attitudes toward Physical Activity & Fitness
President's Council on Physical Fitness & Sports/Sporting Goods Manufacturers Association

Adults Rate Their Physical Fitness

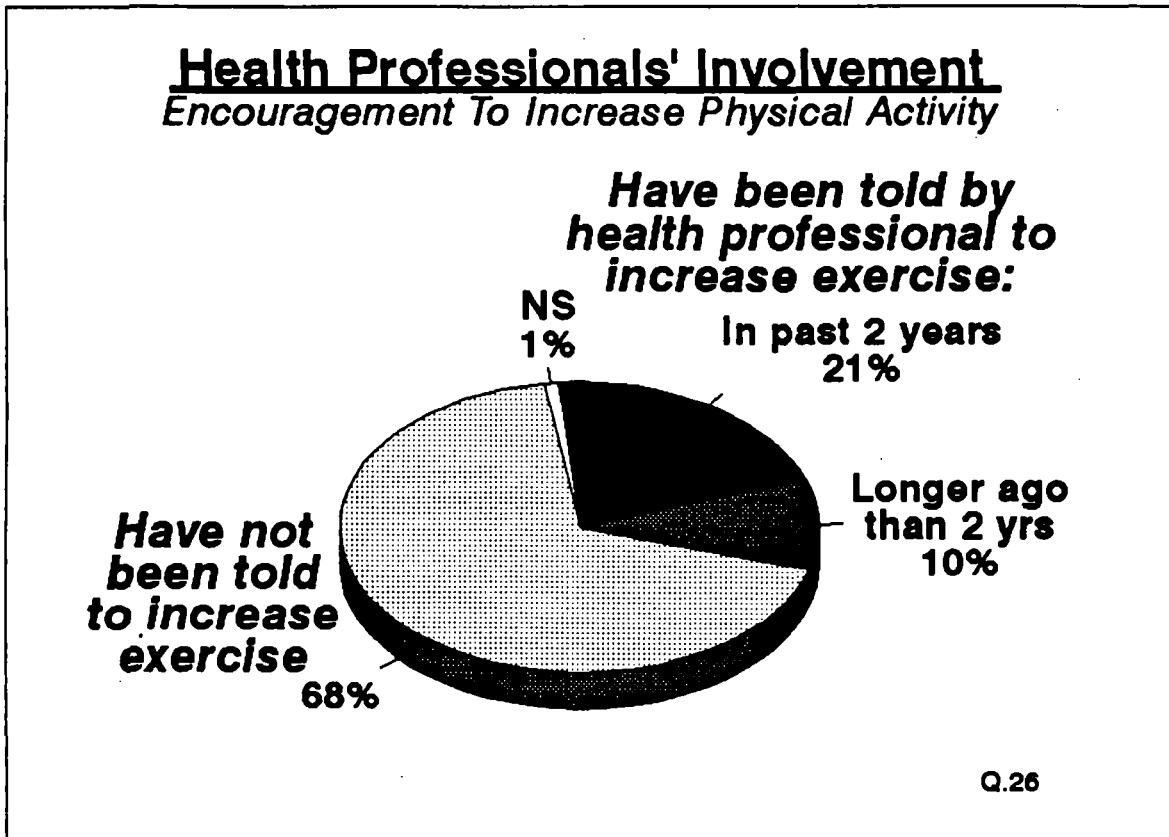


Adults Rate Their Overall Health



■ The survey reconfirms the tremendous value of regular vigorous exercise. While only 21% of Less Active Americans report that they are in excellent or above-average physical shape, a 51% majority of More Active adults (those who exercise vigorously twice a week or more) rate their fitness at this level. Similarly, 59% of More Actives say they are in excellent or above-average health, which is well above Less Actives' 41% figure.

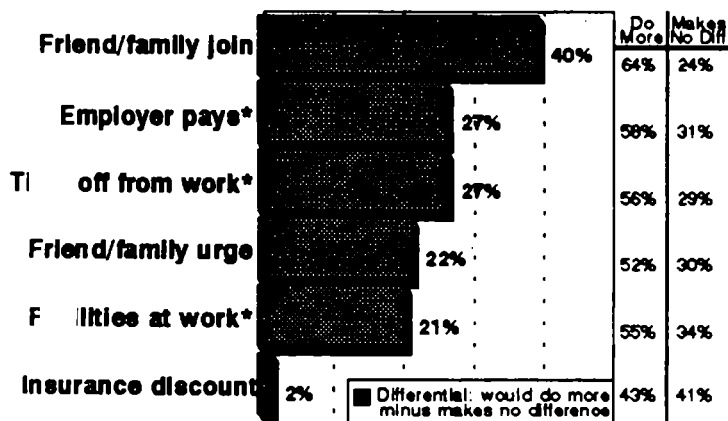
■ One more encouraging finding: most Less Actives are at least somewhat physically active. In a typical week, about four in ten Less Actives report that they spend three hours or more doing some kind of exercise, and a large majority say they engage in 30 minutes of light physical activity at least once a week. Of the 11% of Less Actives who describe themselves as "not at all active," the large majority indicate that they cannot be physically active because of health or physical condition. There is thus a real base level of activity--though it is very low--from which to promote physical activity among the Less Actives.



■ Doctors and other health professionals can greatly increase their contribution to the nation's physical fitness. Four in ten Less Actives identify their doctor as the person who would have the greatest influence on encouraging them to be more active. Unfortunately, only 31% of Less Actives report having ever been told by a health professional to be more active--a mere 21% in the past two years--one of the survey's most disappointing findings. Among Less Actives whose doctor has encouraged an increase in activity, 71% say they would like to be more physically active (which is 17% higher than among those who have not been so encouraged).

Fact Sheet 4: Agents of Change

The Encouragement Index

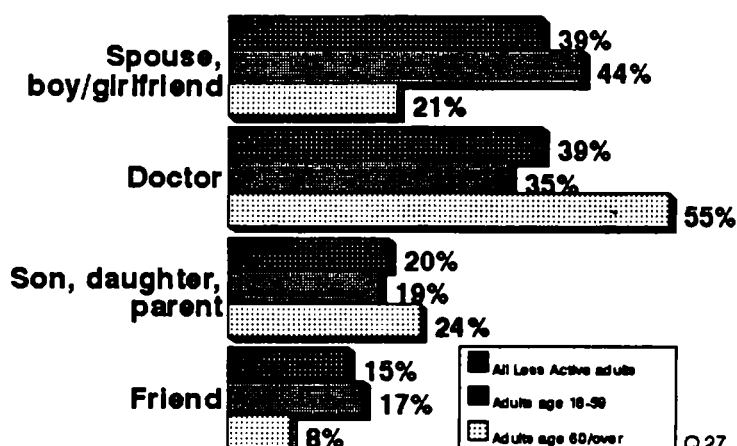


* Among people who are employed.

Q.26

Who Would Be The Strongest Influence?

In Persuading The Less Active To Exercise



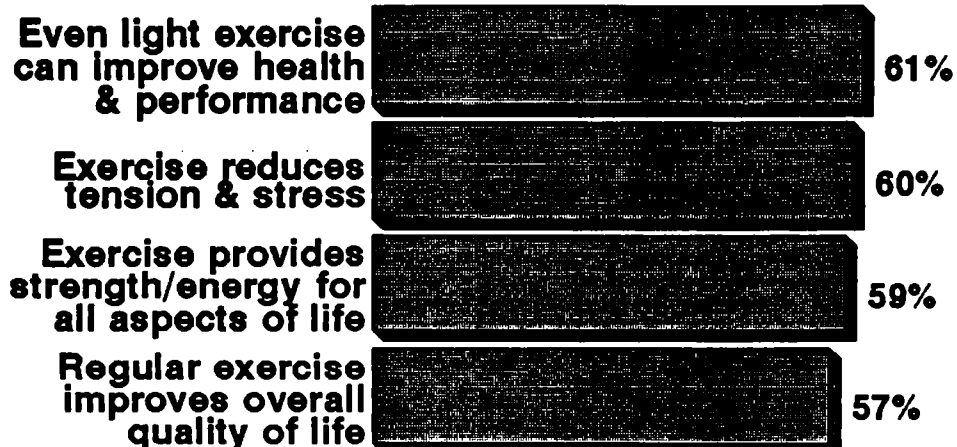
Q.27

The survey identifies several actors, beyond the Less Actives themselves, who have significant roles to play in promoting physical activity. The most important agents of change: friends and family. For Less Active Americans, the single most effective encouragement for exercising more often is having a friend or relative offer to exercise with them, which earns a +40% rating on the encouragement index (+69% among the Prime Audience). Verbal encouragement also produces strong motivation, especially that from a spouse. Indeed, a spouse, boyfriend, or girlfriend is the strongest possible positive influence--well above doctors--for such key groups as the Prime Audience and Less Actives under age 45. Perhaps this is why Less Actives who have an active spouse are themselves much more likely to be active.

■ Employers also have a role to play, especially in the context of the time pressures cited by many Less Actives. Majorities of those who work outside the home say the following would certainly or probably lead them to exercise more frequently: if their employer paid for the cost of a fitness center (58%); if they got time off during the workday for exercise (56%); or if they had athletic facilities at their workplace (55%). Working women and the Prime Audience rank these encouragements particularly highly.

The Top Four Motivations

(% saying each is extremely strong motivation for exercise)



Q.25

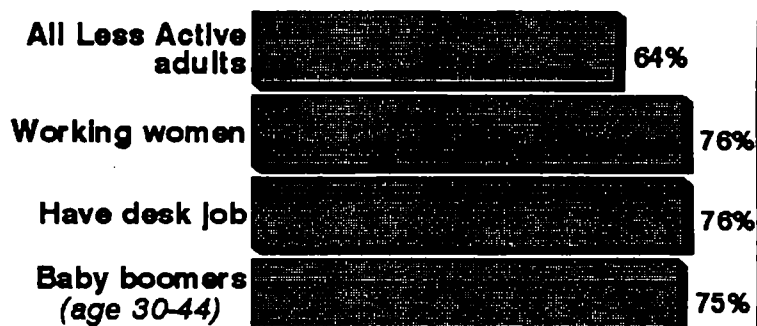
■ The single greatest motivation for physical activity, the Less Active say, is concern for one's health. Health-conscious adults are far more active than are those who lack such consciousness. Nearly as important as health is the desire for greater strength and energy throughout daily life--an "extremely strong" motivation for a majority of Less Actives. Significantly, Americans are more motivated when informed about the benefits of exercise than when told of the dangers of inactivity. Positive encouragement appears to be more effective than attempting to frighten people out of being inactive.

Fact Sheet 3: Barriers & Incentives to Change

■ Their number-one reason for not being more active, Less Actives say, is time. In an open-ended question, 43% identify lack of time--and 15% cite family responsibilities--as barriers to increased physical activity. The proportion who mention time is far greater than those who volunteer a comment related to health, lack of motivation, access to facilities, or any other factor. Sixty-four percent of Less Actives agree with the statement, "I would like to exercise more, but I just can't find the time," including 75% of baby boomers, 76% of people with desk jobs, and 76% of working women.

"I Would Like To Exercise More, But I Just Can't Find The Time."

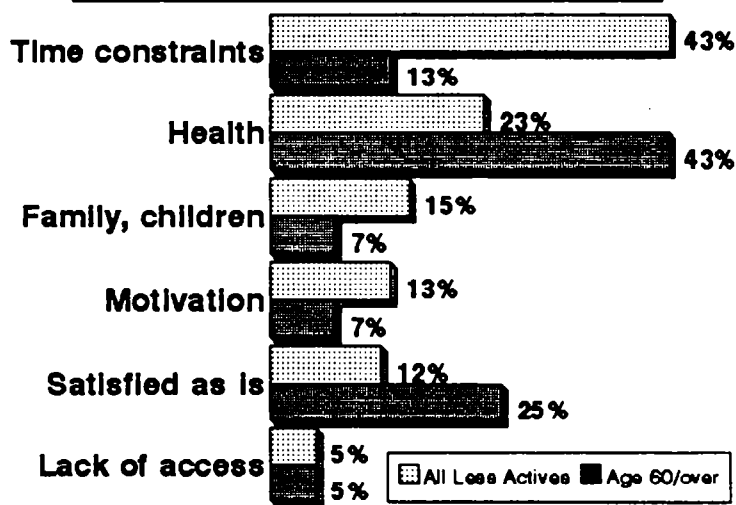
(% who agree with this statement)



Q.21

■ Older Americans face a different set of obstacles. Only 13% of Less Actives age 60 and over volunteer time as a limitation for them, while 43% cite health or physical problems. One-quarter of those age 60 and over say they simply cannot be physically active at all. However, the remainder demonstrate both interest in and a capacity for lower levels of physical activity: fully 62% engage in light physical activity at least twice a week (a figure that is only somewhat lower than the 76% of those age 18 to 59 who do so).

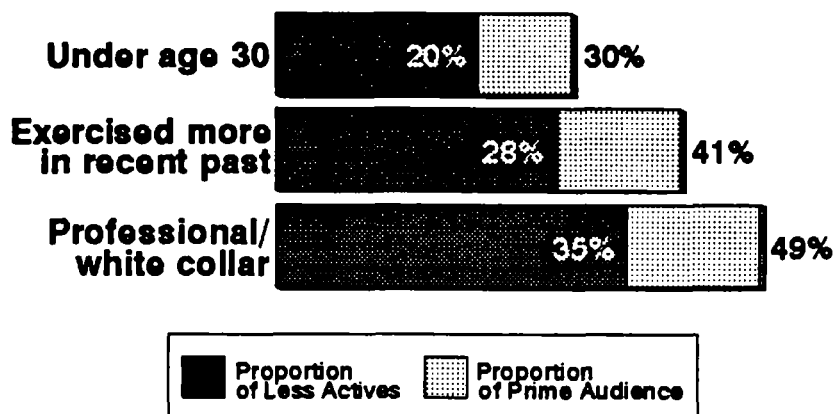
Why People Aren't More Active



Q.17,18

The Prime Audience

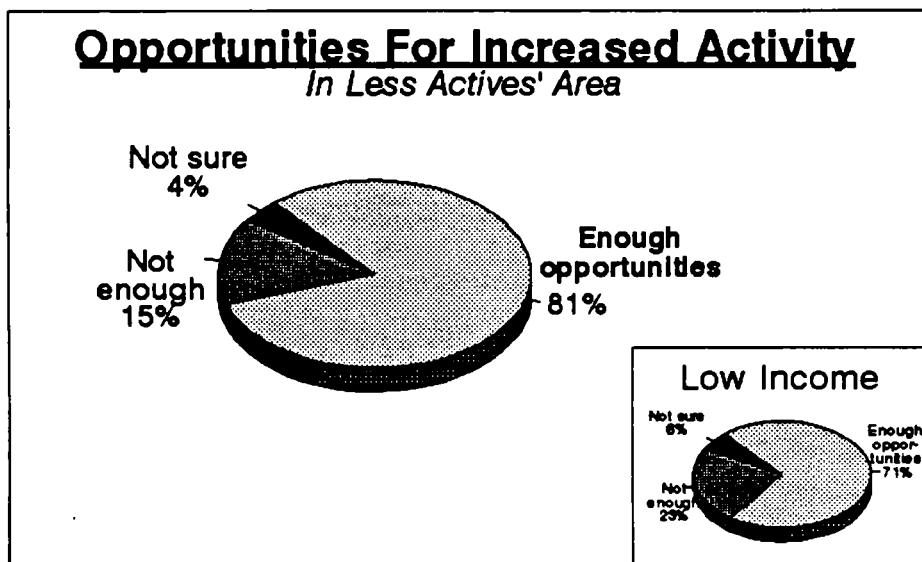
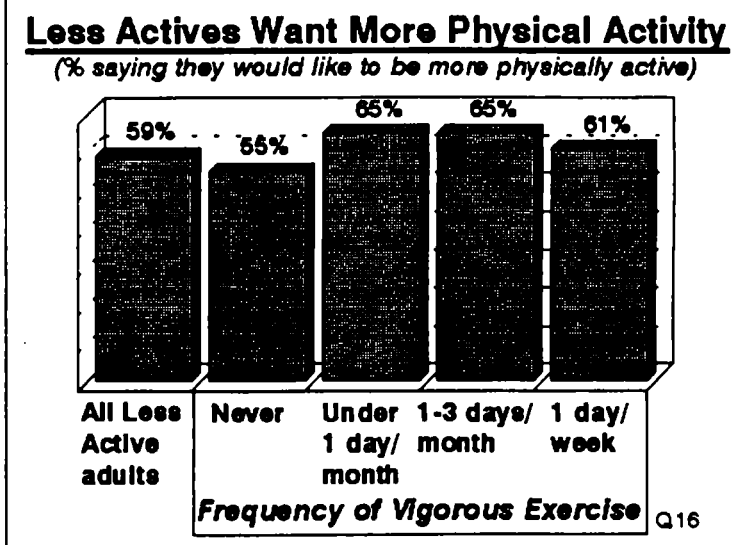
20% Of All Less Active Adults



■ The "Prime Audience" for increased physical activity includes the 20% of Less Actives who say they want to be more active, would find it easy to do so, and report that they are certain or very likely to become increasingly active in the next six months. Members of this group tend to be younger than average, and are particularly likely to have exercised more regularly in the recent past. The Prime Audience is somewhat more health conscious than are other Less Actives, and 61% say they are well informed about what it takes to keep fit.

Fact Sheet 2: Desire for Change

■ An encouraging 59% of Less Actives say they would like to be more physically active. This includes 68% of those under age 45, 71% of people holding desk jobs, and 74% of adults who are 20 pounds or more overweight. This inclination to increase activity is not limited to those who are already somewhat active, but is just as strong among those who are now very inactive. A cautionary finding, however, is that only 25% of Less Actives predict that they are certain or very likely to increase their level of activity in the next six months. Although the desire is there, most Less Actives currently do not expect to expand their activity.



■ Less Actives, for the most part, do not face any insurmountable obstacles to increasing their activity. A resounding 81% report that there are enough opportunities in their area to get the kind of exercise they would want. Certain groups, such as members of low-income households and African-Americans, face greater obstacles--unsafe streets being a significant factor--yet large majorities of these groups nonetheless feel that they can get exercise. In addition, 49% of Less Actives feel it would be easy to increase their activity level.



THE PRESIDENT'S COUNCIL ON PHYSICAL FITNESS AND ~~SPORTS~~
WASHINGTON DC 20004

April 22, 1994

VIDEO
(Eric has
add. details)

MEMORANDUM TO MELANNE VERVEER
DEPUTY CHIEF OF STAFF TO THE FIRST LADY

FROM: SANDRA PERLMUTTER
EXECUTIVE DIRECTOR

As per my memorandum of April 19, 1994, please be advised that the National Association of Broadcasters has agreed to assist in the production and distribution of a Public Service Announcement (PSA) on "May as National Physical Fitness and Sports Month" -- featuring the First Lady.

We are currently moving ahead in writing a script for your review. I would appreciate your securing a one hour time slot on Mrs. Clinton's schedule next week for taping. Should she be on the road, the production crew is willing to travel to any location you prefer.

I would appreciate your getting back to me as soon as possible so that we can move ahead immediately.

cc: Rory Benson
Chuck Sherman
York Onnen
David McKay
Maggie Williams

Nicole -
ask Julie
if the video
is scheduled
for this week.
m



FOR RELEASE UPON RECEIPT

Contact: Phillip Wiethorn
(202) 272-3421
York Onnen
(202) 272-3427

FITNESS PARTNERSHIP FORMED TO "GET AMERICA MOVING"

Landmark Meeting Seeks to Mobilize Broad Base of Public/Private Organizations to Promote Greater Physical Activity

Washington, D.C., April 23, 1994 -- In an unprecedented move last month, the President's Council on Physical Fitness and Sports (PCPFS) brought together over 20 health and fitness advocacy organizations to hear their views on how best to promote the value of physical activity to an American public that is becoming less physically active.

The PCPFS convened the landmark meeting to establish a clear channel of communication among the influential groups and to more effectively promote the value of physical activity in the pursuit of happier, healthier, more productive lives. Many of the groups in attendance have designated some part of May, which is *National Physical Fitness and Sports Month*, to observe their own health or fitness cause.

"President Clinton is committed to making physical activity more appealing to less active Americans. Not only is regular physical activity good for you, it can also be easy and fun," said PCPFS Co-Chairs Florence Griffith Joyner and Tom McMillen.

"Since May is a time when Americans everywhere are called upon to celebrate and participate in health and fitness activities, uniting these diverse groups will give the importance of physical activity increased public resonance and help move people to move themselves in healthier ways," the Co-Chairs added.

With the goal of boosting public awareness of the numerous health benefits of physical activity, the PCPFS invited representatives from 23 public and private organizations to a special meeting of "*Presidential Fitness Partners in May*" to

- more -

share ideas and insights on ways they can combine their efforts during the month of May, and throughout the year. A principal goal of the meeting was to place greater emphasis on preventive health in all participants' May observance messages. President Clinton himself is committed to making physical activity more appealing to less active and sedentary Americans because it is known to have significant health, performance and safety benefits.

A recent national opinion survey by the PCPFS and Sporting Goods Manufacturers Association showed that while less active Americans understand the direct link between regular exercise and improved health, more than four out of ten (41%) say they're not likely to increase their physical activity in the near future. Nearly two-thirds (64%) of the physically less active interviewed said that although they would like to exercise more, they are unable to find the time.

"Collectively, we can pool enormous resources to help mobilize all Americans to be more physically active," said McMillen, who noted the connection between the push for responsible prevention and the current legislative drives on health care, crime and welfare. "Recreation, sports and fitness can be a rejuvenating force in our nation's cities," he said.

The PCPFS established three key priorities for partnership organizations to discuss and reach a consensus during the first meeting:

- o To assess ways in which the PCPFS could immediately assist fitness partner organizations in expanding awareness of physical activity among their constituencies,
- o To ascertain how each organization could begin immediately to expand awareness of physical activity and fitness activities during their own observances during the month of May and throughout the year, and,
- o To determine ways that as *Presidential Fitness Partners in May* they could work together in the future to direct national attention to the importance of physical activity in improving the quality of life.

During the session, a number of innovative and yet practical suggestions surfaced to address priorities and identify

opportunities to propel current and future health and fitness campaign efforts. Included were: developing a strategic plan for the partnership; conducting a coordinated media and marketing campaign; sharing and disseminating literature; gathering new data on the benefits of physical activity; and co-sponsoring educational and national health and fitness events.

The participants, representing younger and older Americans, physical education, runners, numerous sports and fitness groups and associations, sporting goods manufacturers, health and fitness clubs and mental health organizations, agreed to meet again in the near future to collaborate and plan an ongoing national effort.

This year's partnership effort marks an evolution from past activities conducted by the PCPFS, designed to reach Americans who are less inclined to "pump up" and more inclined to "get moving," even if only in small measure.

"Together, we can involve other associations, individuals and corporations in this partnership," said Sandra Perlmutter, PCPFS Executive Director, who envisions the partnership becoming a year-round effort. "We're not just talking about May. All of the groups involved have a vision that's a lot further, a lot more far-reaching."

(See reverse side for *Presidential Fitness Partners in May* 800 numbers, listing of exercise-related May observances.)

###

PRESIDENTIAL FITNESS PARTNERS IN MAY

President's Council on Physical Fitness and Sports

For more information, call:

American Running and Fitness Association
1-800-776-ARFA (2732)

IRSA - The Association of Quality Clubs
1-800-228-4772

Mature Market Resource Center
1-800-828-8225 (for Senior Fitness Day - May 25, 1994)

National Arthritis Foundation
Information Hotline
1-800-283-7800

National Association of Sport and Physical Education
1-800-321-0789 (for Physical Education and Sport Week
packets only)

National Handicapped Sports
1-800-966-4NHS (4647)

National High Blood Pressure Month
(National Heart, Lung, and Blood Institute)
1-800-575-WELL (9355)

National Mental Health Association
1-800-969-6642

National Osteoporosis Foundation
1-800-223-9994

May "Month" Observances/Sponsors

National Allergy/Asthma Awareness Month
Sponsor: Allergy/Asthma Council

National Arthritis Month
Sponsor: Arthritis Foundation

National Better Sleep Month
Sponsor: The Better Sleep Council

National Bike Month
Sponsor: League of American Wheelman

National Correct Posture Month
Sponsor: American Chiropractic Association

National High Blood Pressure Education Month
Sponsor: National Heart, Lung, and Blood Institute

National Mental Health Month
Sponsor: National Mental Health Association

National Older Americans Month
Sponsor: Administration on Aging

National Physical Fitness and Sports Month
Sponsor: President's Council on Physical Fitness and Sports

All Children Exercise Simultaneously (**ACES, May 4**)
Sponsor: Youth Fitness Coalition, Inc.

National Physical Education and Sports Week (**May 1-7**)
Sponsor: National Association of Sport and Physical Education

American Running and Fitness Week (**May 8-14**)
Sponsor: American Running and Fitness Association

National Osteoporosis Prevention Week (**May 8-14**)
Sponsor: National Osteoporosis Foundation

Across America Tennis Day (**May 14**)
Sponsor: U.S. Professional Tennis Association

National Employee Health and Fitness Day (**May 18**)
Sponsor: National Association of Governor's Councils on
Physical Fitness and Sports

National Water Fitness Week (**May 24-31**)
Sponsor: U.S. Water Fitness Association

National Senior Health and Fitness Day (**May 25**)
Sponsor: Mature Market Resource Center

Get Moving, America! — Script (30)*30 seconds
only*

**Proposed Script for 30-second Public Service Announcement
Featuring First Lady Hillary Rodham Clinton on Behalf of
The President's Council on Physical Fitness and Sports**

May 1994

VIDEO

Mrs. Clinton

AUDIO

V/O: Hi, I'm Hillary Rodham Clinton.

**Every May Americans celebrate
National Physical Fitness and Sports
Month, yet every May we seem to
be *less* physically active than the
year before.**

**In an era in which technology does
much of the moving for us, we have
to search for ways to put physical
activity back into our lives.**

**After all, our strength as a nation
depends on our strength as
individuals.**

**So in the pursuit of happiness, health
and productivity, let's get moving,
America.**

Fade to black, super:

**Presidential Fitness Partners in May
National Association of Broadcasters (w/logo)
The President's Council on Physical
Fitness and Sports (w/seal)**

Need to call

Sandy Perlmutter, ^{RS}

at 272-3421

to set time.

Thursday

Get Moving, America! — Script (15)

**Proposed Script for 15-second Public Service Announcement
Featuring First Lady Hillary Rodham Clinton on Behalf of
The President's Council on Physical Fitness and Sports**

May 1994

VIDEO

Mrs. Clinton

AUDIO

V/O: Hi, I'm Hillary Rodham Clinton.

**In May — National Physical Fitness
and Sports Month — we recognize
that our strength as a nation depends
on our strength as individuals.**

**So in the pursuit of happiness, health
and productivity, let's get moving,
America.**

Fade to black, super:

**Presidential Fitness Partners in May
National Association of Broadcasters (w/logo)
The President's Council on Physical
Fitness and Sports (w/seal)**

The Presidential Fitness Partners in May

National Mental Health Association • National Osteoporosis Foundation •

Administration on Aging • American Running and Fitness Association • Youth
Fitness Coalition, Inc. • National Association of Sport and Physical Education •

The Better Sleep Council • Arthritis Foundation • Global Exchange, Inc. •

National Heart, Lung, & Blood Institute • National Association of Governor's

Councils on Physical Fitness & Sports • U.S. Professional Tennis Association •

American Association of Retired Persons •

Our Mission:

Pharmacists Planning Services • Sporting Goods

Manufacturers Association • Mature Market

Resource Center • IRSA - The

Association of Quality Clubs •

U.S. National Senior Sports

Organization & Senior Games •

Office of the U.S. Surgeon General • National Fitness Leaders Association •

U.S. Postal Service • National Handicapped Sports • U.S. Public Health Service •

U.S. Air Force Health Promotion • President's Council on Physical Fitness and

Sports • The U.S. Water Fitness Association • Women's Sports Foundation

To promote,
among all Americans,
awareness of the value of
physical activity in the
pursuit of a happy, healthy
and productive life.



Clinton Library Transfer Form

Case #, if applicable	2014-0483-S	Accession #		
Collection/Record Group	Clinton Presidential Records	Series/Staff Name	Liz Bowyer	
Subgroup/Office of Origin	First Lady's Office	Subseries		
Folder Title	HRC Daily File, May 4, 1994, Miscellaneous	OA Number	3986	Box Number
Description of Item(s)	22" x 17" color poster "get Moving America" by the President's Council on Physical Fitness, the Public Health Service and Nordic Track			

Donor Information

Last Name:		First Name:		Middle Name:		Title:	
Affiliation:		Phone (Wk):		Phone (Hm):			
Street:		City:		State (or Country):		Zip:	

Transferred to:	Other
Other (Specify):	Doc Processing Oversize Cabinet drawer # 4

Transferred by:	Dan Brogden
Transfer Point	During Processing

Date of Transfer	4/14/2014
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Pattie
ask HHC

Award CC: Eric

May 2
(flexible)

SUSAN PATRICOF

830 Park Avenue
New York, New York 10021

July 29, 1992

SM

~~RECEIVED~~
1994

Beth put on gala in May

Mrs. Hillary Rodham Clinton
The White House
1600 Pennsylvania Avenue
Washington, D.C. 20500-2000

Dear Hillary,

I was disappointed that Alan and I were unable to come to dinner last month. I was looking forward to having a chance to see you and the President and I do admit I was excited at the prospect of dining in the White House. We were off in Scotland at a conference that Alan was hosting. I hope we will have another opportunity.

It was wonderful that your trip to Japan was such a great success. I was certainly glad that you were able to follow it up with a bit of a rest in Hawaii. I know this has been a long year.

Hillary, I am writing now to ask if you would do a great personal favor for me. For the past 20 years I have been on the Board of the Northside Center for Child Development located in Harlem. Last July I agreed to serve as Chairman of the Board. For the past 12 years we have presented an award at our annual Benefit Gala to individuals who have distinguished themselves by their efforts on behalf of the welfare of children or who have served as role models. Last year's recipient was Camille Cosby and other past recipients include Arthur Ashe, Percy Sutton, and our founders Drs. Kenneth and Mamie Phipps Clark. In truth few people epitomize the spirit of this award as do you and we would be deeply honored if you would agree to be our honoree at next year's Gala.

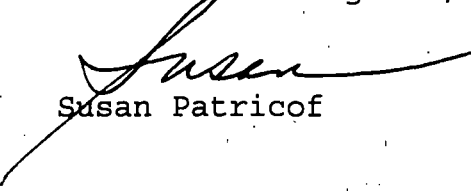
I don't know if you are familiar with the work of Northside but it was founded nearly 47 years ago by Drs. Kenneth Clark and Mamie Phipps Clark in response to a complete lack of mental health services in Harlem. What was and continues to be significant about Northside is the development of treatment which specifically address the stresses and abnormal conditions facing inner city families. In the 1940's, poverty, coupled with racial segregation and its related problems, threatened the successful development of our children. Today the list goes on to include drugs, violence, AIDS, abuse, substandard education, medical care and housing. It was the founding belief of the Clarks that traditional forms of treatment which did not take into account these conditions would have little impact. They and their staff pioneered in the development of modalities and comprehensive services which today enable Northside to serve as a model mental health agency.

While Northside's primary concern is the more than 300 families for whom we provide direct services, I do believe the professional work done at the Center has and will continue to impact the programs and delivery of mental health services to the field as a whole. In order to continue to do this we must remain fiscally stable. While most of our funding is provided through government contracts and foundation grants, it has long been our Gala that has kept us solvent. This is why the event is so important to us and why I ~~would be sincerely grateful if you would join us this Spring.~~

Last year's Gala was completely sold out with more than 600 people in attendance. I believe you are familiar with some of our past supporters who include Percy Sutton, Dorothy Height, Shahara and Bruce Llewellyn, Stanley Shuman, Mayor and Mrs. Dinkins, Congressman and Mrs. Rangel, Frieda and Roy Furman, Camille and Bill Cosby, Governor Wilder and Marianne Spraggins. Vernon Jordan was a past dinner chair and his daughter Vicky served on our board as well.

Currently we are holding May 2, 1994 at the Plaza Hotel, but we would certainly be happy to work around your availability. I do know there is no one whose schedule is more demanding than yours and I truly appreciate your consideration.

With warmest regards,


Susan Patricof

Rm 517

Quality Hotel

Fax Transmission

From: Rachel Dretzin/Jane West
To: Liz Boyer
Company: The White House

Date: 5/3/94

Time:

FAX #: 202-456-2239

3

Message:

Thanks a lot!!

VOICE: 703-524-4000 FAX: 703-524-1046

1200 North Courthouse Road, Arlington, VA 22201

WORKING

WOMEN

COUNT!

*A National Questionnaire
Sponsored by the Women's Bureau
U.S. Department of Labor
and
The Body Shop*

Today, 58 million women hold paid jobs in America. This is the largest number of working women today in our history and the number continues to grow. If you're one of these women, the Women's Bureau at the U.S. Department of Labor wants to know what you think about your job — how to make it better. Please answer this questionnaire and return it to the address below. As a working woman, your voice counts! Thanks for your help.

1) Would you describe your main work for pay as :

- ☐ Clerical/support (secretary, receptionist, clerical supervisor, computer operator, stock clerk, insurance investigator)
- ☐ Craft/repair (mechanic, electric/electronic repair, plumber, painter)
- ☐ Executive or manager (financial manager, buyer, marketing manager, accountant, auditor)
- ☐ Farming, forestry, or fishing
- ☐ Homemaker
- ☐ Operator/Fabricator (machine operator, packaging and filling machine operator)
- ☐ Professional (teacher, lawyer, computer scientist, doctor, RN)
- ☐ Sales (sales supervisor, cashier, sales representative)
- ☒ Service (protective service, childcare, food service, health aid, hairdresser)
- ☐ Technical (LPN, computer programmer, legal assistant, dental hygienist)
- ☐ Transportation (motor vehicle operator, truck or tractor operator)

2) How many paid jobs do you have? 3

3) How many hours a week do you work for pay? 20

4) The things I like most about my job are: (pick up to 3)

- | | |
|--|--|
| ☐ I have good benefits | ☒ I am productive |
| ☒ My hours are flexible | ☐ My job is secure |
| ☐ I have job training opportunities | ☒ I like what I do |
| ☐ I have the authority I need to get the job done | ☐ I get paid well |
| ☐ I enjoy the company of my co-workers | ☐ I learn new things |
| ☐ I like working as part of a team | ☐ other: _____ |

5) Are any of the following issues a problem for you at work?
(If so indicate how serious a problem it is. If not, check "doesn't apply")

	one of the most serious	very serious	somewhat serious	not very serious	not at all serious	doesn't apply
A. I don't get paid what I think my job is worth					☒	
B. I need better benefits					☒	
C. I work too many hours					☒	
D. I worry about losing my job				☒		
E. I don't have the flexibility to meet family responsibilities					☒	
F. I am under too much stress			☒			
G. I do not have the skills to get a better job						☒
H. It's hard to find quality child or elder care that I can afford						☒
I. I have lost a job or a promotion because of his/her race or sex					☒	☒
J. I know someone who has lost a job/promotion because his/her race					☒	☒
K. I suffer other problems at my job (please explain) <u>none</u>						

WORKING

WOMEN

COUNT!

6) How do you feel about your job overall?

- ☒ I love it
☐ I like it
☐ It's OK
☐ I dislike it
☐ It's totally miserable

7) Please rate the following aspects of your job:

	Excellent	Good	Fair	Poor	None	Doesn't Apply
pay	☒	☐	☐	☐	☐	☐
flexible schedule	☒	☐	☐	☐	☐	☐
health care benefits	☐	☐	☐	☐	☐	☒
pension/retirement funds	☐	☐	☐	☐	☐	☒
vacation	☒	☐	☐	☐	☐	☐
sick leave	☒	☐	☐	☐	☐	☐
ability to advance	☒	☒	☐	☐	☐	☐
challenging & interesting	☒	☒	☐	☐	☐	☐
job security	☒	☒	☐	☐	☐	☐
training	☐	☐	☐	☐	☐	☐
support for family responsibilities	☐	☒	☐	☐	☐	☐

8) Here's a list of changes that might provide you with a better workplace. Please let us know how important each item is by ranking it 0 (not important) to 10 (very important to you).

- ☒ More flexible hours
☒ Information about or support for child or dependent care
☒ Insuring equal opportunity in the workplace
☒ Paid leave to care for newborns or seriously ill relatives
☒ On-the-job training opportunities to learn new skills
☒ Student loans for courses that would give me new job skills
☒ Health care insurance for all employees
☒ Improving pay scales
 Other: ~~~~~

9) If you could tell President Clinton one thing about what it's like to be a working woman, what would it be?

It's hard being in the work world getting $\frac{3}{4}$ of a man's dollar in wages.

10) What is your age? 15

11) What is the highest level of education you've completed?

- ☒ less than high school
☐ high school diploma or GED
☐ some college or technical school
☐ college degree(e.g. associate or bachelor)
☐ postgraduate degree(e.g. medical, law, MS, MA, PHD)

**WORKING
WOMEN
COUNT!**

12) How much do you earn each year?

- ☒ less than \$9,999
☐ \$10,000-\$24,999
☐ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

13) What is your total household income before taxes?

- ☒ less than \$9,999
☐ \$10,000-\$24,999
☐ \$25,000-\$49,999
☒ \$50,000-\$74,999
☐ \$75,000 or more

14) Are you:

- ☒ living with someone
☐ married
☐ single, divorced, separated or widowed

15) Do you have children under the age of 18 living at home?

- ☒ yes (how many? 8; age of youngest? 1)
☐ no

16) What state do you live in? California

17) Just to make sure we're hearing from people of all races; could you indicate your racial designation:

- ☐ white
☐ black
☒ Asian
☐ native American
☐ other

18) What is your ethnic origin? ☐ Hispanic ☒ Other

Please return the survey to:

**The Body Shop
Attn: Survey
45 Horsehill Rd
Cedar Knolls NJ 07927**

WOMEN'S BUREAU
Working for Working Women

Karen Nussbaum, Director, Women's Bureau



U.S. Department of Labor

Robert B. Reich, Secretary

WORKING

WOMEN

COUNT!

**A National Questionnaire
Sponsored by the Women's Bureau
U.S. Department of Labor
and
The Body Shop**

Today, 58 million women hold paid jobs in America. This is the largest number of working women today in our history and the number continues to grow. If you're one of these women, the Women's Bureau at the U.S. Department of Labor wants to know what you think about your job — how to make it better. Please answer this questionnaire and return it to the address below. As a working woman, your voice counts! Thanks for your help.

1) Would you describe your main work for pay as :

- ☐ Clerical/support (secretary, receptionist, clerical supervisor, computer operator, stock clerk, insurance investigator)
- ☐ Craft/repair (mechanic, electric/electronic repair, plumber, painter)
- ☐ Executive or manager (financial manager, buyer, marketing manager, accountant, auditor)
- ☐ Farming, forestry, or fishing
- ☐ Homemaker
- ☐ Operator/Fabricator (machine operator, packaging and filling machine operator)
- ☒ Professional (teacher, lawyer, computer scientist, doctor, RN)
- ☒ Sales (sales supervisor, cashier, sales representative)
- ☐ Service (protective service, childcare, food service, health aid, hairdresser)
- ☐ Technical (LPN, computer programmer, legal assistant, dental hygienist)
- ☐ Transportation (motor vehicle operator, truck or tractor operator)

2) How many paid jobs do you have? 2

3) How many hours a week do you work for pay? it varies : 20-50.

4) The things I like most about my job are: (pick up to 3)

- | | |
|--|---|
| ☐ I have good benefits | ☒ I am productive |
| ☒ My hours are flexible | ☐ My job is secure |
| ☐ I have job training opportunities | ☐ I like what I do |
| ☐ I have the authority I need to get the job done | ☐ I get paid well |
| ☐ I enjoy the company of my co-workers | ☐ I learn new things |
| ☐ I like working as part of a team | ☐ other: _____ |

5) Are any of the following issues a problem for you at work?
(If so indicate how serious a problem it is. If not, check "doesn't apply")

	one of the most serious	very serious	somewhat serious	not very serious	not at all serious	doesn't apply
A. I don't get paid what I think my job is worth	☒					
B. I need better benefits	☒					
C. I work too many hours						☒
D. I worry about losing my job					☒	☒
E. I don't have the flexibility to meet family responsibilities					☒	
F. I am under too much stress			☒			
G. I do not have the skills to get a better job					☒	
H. It's hard to find quality child or elder care that I can afford						☒
I. I have lost a job or a promotion because of his/her race or sex						☒
J. I know someone who has lost a job/promotion because his/her race						☒
K. I suffer other problems at my job (please explain) <u>LACK OF INTELLECTUAL STIMULI.</u>						

WORKING WOMEN COUNT!

6) How do you feel about your job overall?

- ☐ I love it
☐ I like it
☒ It's OK
☐ I dislike it
☐ It's totally miserable

7) Please rate the following aspects of your job:

	Excellent	Good	Fair	Poor	None	Doesn't Apply
pay	☒	☐	☐	☒	☐	☐
flexible schedule	☒	☐	☐	☐	☒	☐
health care benefits	☐	☐	☐	☐	☒	☐
pension/retirement funds	☐	☐	☐	☐	☒	☐
vacation	☐	☐	☐	☐	☐	☒
sick leave	☐	☐	☐	☐	☐	☒
ability to advance	☐	☐	☐	☒	☐	☐
challenging & interesting	☐	☐	☐	☐	☒	☐
job security	☐	☐	☐	☐	☐	☒
training	☐	☐	☐	☐	☐	☒
support for family responsibilities	☐	☐	☐	☐	☐	☒

8) Here's a list of changes that might provide you with a better workplace. Please let us know how important each item is by ranking it 0 (not important) to 10 (very important to you).

- 8 More flexible hours
3 Information about or support for child or dependent care
7 Insuring equal opportunity in the workplace
5 Paid leave to care for newborns or seriously ill relatives
6 On-the-job training opportunities to learn new skills
4 Student loans for courses that would give me new job skills
9 Health care insurance for all employees (PART-TIME + contingent Included!!)
10 Improving pay scales
 Other: _____

9) If you could tell President Clinton one thing about what it's like to be a working woman, what would it be?

Many women are smarter and more capable than many men and should be given better jobs with more prestige and more money. Most women executives are more

10) What is your age? 27

11) What is the highest level of education you've completed?

- ☐ less than high school
☐ high school diploma or GED
☐ some college or technical school
☒ college degree (e.g. associate or bachelor)
☐ postgraduate degree (e.g. medical, law, MS, MA, PHD)

level-headed than their male counterparts; They have a tendency to be more logical/rational.

WORKING WOMEN COUNT!

12) How much do you earn each year?

- ☐ less than \$9,999
☒ \$10,000-\$24,999
☐ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

AMAZING FOR SOMEONE WITH AN IQ OF 142 !!
 ("PATHETIC" IS A BETTER DESCRIPTION)

13) What is your total household income before taxes?

- ☐ less than \$9,999
☒ \$10,000-\$24,999
☐ \$25,000-\$49,999
☐ \$50,000-\$74,999
☐ \$75,000 or more

14) Are you:

- ☐ living with someone
☐ married
☒ single, divorced, separated or widowed

15) Do you have children under the age of 18 living at home?

- ☐ yes (how many? _____; age of youngest? _____)
☒ no

16) What state do you live in? CALIFORNIA

17) Just to make sure we're hearing from people of all races; could you indicate your racial designation:

- ☒ white
☐ black
☐ Asian
☐ native American
☐ other _____

18) What is your ethnic origin?

☐ Hispanic ☒ Other GERMAN / DANISH

Please return the survey to:

**The Body Shop
 Attn: Survey
 45 Horsehill Rd
 Cedar Knolls NJ 07927**

WOMEN'S BUREAU
Working for Working Women

Karen Nussbaum, Director, Women's Bureau



U.S. Department of Labor

Robert B. Reich, Secretary

TO MUSA -**FROM - AMY**

Gloria Steinem

2 PAGES

February 2nd

Dear Hillary,

I'm not quite sure how it happened, but this is the year I turn sixty. I'm not sure how this happened either, but very happy about it.

One of the reasons is seeing you in The White House and in Congress - younger, more spirited, and smarter than I - which is the best birthday present, for it makes me know the past was worth it, and the future is going to be just fine.

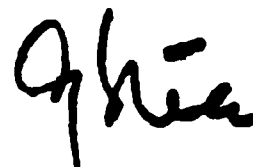
I wouldn't have the courage to try to bring these two feelings together by inviting you to a birthday event, were it not that the Ms. Foundation for Women is turning it into a benefit to benefit women's self-help efforts all over the country. I can vouch for how good they are at creating events with both head and heart. They made my fiftieth birthday into a benefit, too, complete with Bette Midler singing, and I hope will do the same with my funeral - when I'm past a hundred, of course - because I'm so proud of the work of this national women's fund that Letty Pogrebin and I helped to start. From the first battered women's shelters and the Coal Employment Project to the women's economic development movement and Take Our Daughters to Work, the Ms. Foundation has nurtured a grassroots, multi-racial women's movement.

So the question is: Could you come to this event on the evening of May 9th at the Plaza Hotel in New York? We would like you to be the honored guest, and to make a point to the press about the importance of the health plan to women, since we use the health system 30 percent more because of childbearing, and have an even greater interest. Your presence would mean so much - not only to me, but to the grassroots women leaders we honor each year at this time.

I'm at home, trying to finish a very late book, and your office can reach me anytime at 212-288-0497, or FAX 212-988-2295.

In any case, I hope you know that for me and millions of women, you're spring water after a twelve year drought - not to mention a few thousand years of patriarchal desert. I hope you and your office will always call on me for anything, large or small.

with friendship,



U.S. Department of Labor

Office of the Secretary
Women's Bureau
Washington, D.C. 20210



TO: Joan Baggett
Anne Bartley
Susan Brophy
Alexis Herman
Doris Matsui
DeeDee Myers
Jack Quinn
Ricki Seidman
Steve Silverman
Chris Varney
Maggie Williams

FR: Karen Nussbaum *KN*

RE: Update on **Working Women Count!**

DT: April 28, 1994

As we looked through early returns of our questionnaires yesterday (we've gotten about 1,000 back so far), **we were struck by the intensity of women's reactions to the two questions about health care benefits**--the responses clearly indicate that women rank health care benefits at the top of work place issues they care about.

I've attached a few samples just to give you an idea of what we're seeing. **We are eager to work with you to structure this event at the White House next week so that it fits in with you plans to reach out to women about health care.**

We also have an incredible list of 212 partners on board for the kick-off:

- 20 businesses (e.g. McDonalds, NYNEX and Reebok)
- 36 local and national unions (e.g. SEIU, CWA and UFCW)
- 12 media outlets (e.g. Essence, Working Woman, & Lifetime)
- 38 nat'l organizations (e.g. YWCA, Planned Parenthood, BPW)
- 106 local organizations (e.g. 9to5 locals, YWCA affiliates)

Between them, they have committed to distribute **over 12 million** copies of our questionnaire, and the list grows daily. A current copy is attached.

The Congressional Caucus for Women's Issues was an early supporter of the project. We just invited all Senators and Members of Congress to join us as partners, and will reach out to governors and mayors as well.

Please call me or Mimi Castaldi as soon as you can to discuss options. Thank you very much.

Karen Nussbaum: 202-219-6611 (work); 202-756-0855 (home)
Mimi Castaldi: 202-219-6611 (work); 202-543-0250 (home)

Businesses:

Allstate Insurance (Northbrook, IL)
Asian Business Cooperative (Los Angeles, CA)
Au Bon Pain Co., Inc.
Boston Federal Savings Bank
ConAgra, Inc. (Omaha, NE)
The Body Shop
First Interstate Bank (Seattle, WA)
Henry Vogt Machine Company (Louisville, KY)
Household International, Inc. (Prospect Hts, IL)
Kaiser Foundation Health Plan (Oakland, CA)
McDonald's Corporation
NYNEX (White Plains, NY)
Philips Electronics (New York, NY)
Reebok, International
Reynold's Metals Company (Richmond, VA)
Skadden, Arps, Slate, Meagher and Flom (Boston, MA)
The Ceridian Corporation (Minneapolis, MN)
Walt Disney World Corp., Casting Department

Members of Congress:

Congresswoman Cynthia McKinney

Unions:

ACTWU
ACTWU (Mt. Morris, PA)
American Fed. of Government Employees
American Federation of Teachers
AFSCME
Association of Flight Attendants
Bakery, Confectionery, Tobacco
CLUW
Communication Workers of America
CWA Loc 2001 (Charleston, WV)
Construction and General Laborers' Lo.1353 (WV)
District 925, SEIU (Cleveland, OH)
District 1199, SEIU (Huntington, WV)
Independent Fed. of Flight Attendants
Int'l Assoc. of Machinists, Lo. 2339
(Commerce City, CO)
Int'l Chemical Workers Union (Akron, OH)
Int'l Ladies Garment Workers
Int'l Union of Operating Engineers
Int'l Women's Writing Guild
Laborers
New Mexico Federation of Labor
The Newspaper Guild
Nationals Postal and Mailhandlers Union
OPEIU

Operating Engineers
Nat'l Air Traffic Controllers Association
New Jersey Nurses Union
Retail, Wholesale and Dept. Store Union
Service Employees International Union
Transportation Communications Intn'l Union
Union Privilege
United Food and Commercial Workers
United Steelworkers Union
West VA Federation of Teachers
Writers' Guild of America East, Inc.

Magazines/Publications/Broadcast media:

Chicago Tribune
Carol Kleiman, syndicated columnist
(column will not include questionnaire)
Lifetime Television
Family Circle
Working Woman Magazine
Working Mother Magazine
Essence Magazine
McCall's
Ms. Magazine
Today's Dallas Woman
Women's Enterprise

National Organizations:

9 to 5, National Assoc. of Working Women
American Agri Women
American Business Women's Association
American Jewish Congress for Women's Equality
American Women's Economic Development Corp.
Association of Part-Time Professionals
Association for Union Democracy
Business and Professional Women, Inc.
Businesses for Social Responsibility
Center for Policy Alternatives
International Women's Writing Guild
National Chamber of Commerce for Women
Nat'l Assoc. for Female Executives
Nat'l Assoc. Negro Bus. and Prof. Women's Clubs
Nat'l Black Nurses' Association, Inc.
Nat'l Assoc. of Women in Construction
Nat'l Chamber of Commerce for Women
Nat'l Employment Law Project
Nat'l Foundation for Women Business Owners
Nat'l Immigration Law Project
National Human Resources Association
(formerly International Assoc. for Personnel Women)

National Women's Conference Center
The Feminist Majority
The North American Council for Muslim Women
Pension Rights Center/Women's Project
Planned Parenthood Federation of America
Soroptimist International of America
Wider Opportunities for Women
Women In Communications, Inc.
Women in Management
Women Work! Nat'l Network of Women's Employment
 (number of programs)
Women's Division, United Methodist Church
Women's National Democratic Club
YWCA of the U.S.A. (will mail to over 400 affiliates)
Zeta Phi Alpha Sorority
Zonta International

Local/State Organizations:

9 to 5 (DC Network)
9 to 5 (Chicagoland)
9 to 5 (Long Island, NY)
Alaska Department of Education
Arizona Department of Transportation
Arizona Governor's Office for Women
BPW (Dallas, TX)
BPW (Dogwood City - Atlanta, GA)
Bloomington Human Rights Commission (IN)
Broward County Women Lawyers' Association
California Women's Law Center (Los Angeles, CA)
Carolina Alliance for Fair Employment. (Greensville, SC)
Center for Economic Options, Inc. (Charleston, WV)
Chicago Women in Trades
Chrysalis, A Center for Women (Minneapolis, MN)
CLUW (Kent County, Michigan)
CLUW (Nevada)
CLUW (North Central West Virginia)
Colorado Women's Chamber of Commerce
Connecticut Commission of the Status of Women
CT Women's Education & Legal Defense Fund
Community Outreach Counseling Program (Kansas City)
Cornell-ILR/Trade Union Women's Studies Program
Cornell University, Institute for Women and Work
EOA Washington County (Fayetteville, AR)
Farm Workers' self Help (Dade City, FL)
Fuerza Unida, Inc. (San Antonio, TX)
Garment Worker's Justice Center, ILGWU (New York, NY)
Girl's Incorporated
Greater Dallas Chamber of Commerce
 (Women's Business Issues Division)
Greensboro Commission on Status of Women
HELP of Southern Nevada (Las Vegas, NV)
Idaho Human Rights Commission

Iowa Commission on the Status of Women
Jobs for Mississippi Graduates, Inc.
Kentucky Cabinet for Economic Development
Kentucky Labor Cabinet
Kentucky Tourism Cabinet
Kentucky Workforce Development Cabinet
Knoxville Women's Center
Labor/Mgmt. Council (Kansas City, Missouri)
Last Monday Club (Oakland, CA)
Legal Aid Society of San Francisco
Louisiana Governor's Office of Women's Services
Mabel Wadsworth Women's Health Center (Bangor, ME)
Maryland Commission on Human Relations
Metro. Women's Organizing Project (Washington, DC)
Nebraska Department of Labor
Networking Project for Young Adults w/ Disabilities
Nevada CLUW (Las Vegas, NV)
New Hampshire Nurses' Assoc.
New Ways to Work (San Francisco, CA)
Nontraditional Employment for Women (NY)
North Carolina Equity
Northern New England Tradeswomen
NOW (Kansas City Urban Chapter)
One Small Step-Bay Area Employer Work Family Coal.
Pennsylvania Commission for Women
Philadelphia Unemployment Project
Project Equality, Inc. (Kansas City, MO)
Radcliffe College Career Services (Cambridge, MA)
Resource Center for Women (Largo, FL)
Rhode Island Working Women
Rocky Mountain Tradeswomen Network (Broomfield, CO)
Soroptimist International of Boise
Tarrant Co. Asian American Chamber of Commerce (TX)
The Center for Women (Tampa, FL)
The Helping Hands Center (Silver City, NC)
Topeka Mayor's Commission on the Status of Women
Transitions: Maine Displaced Homemakers Program
Tucson Black Women's Task Force
Tulsa Mayor's Commission on the Status of Women
Turning Point (Delta, UT)
Univ. of Iowa Pre Vocational Training Program
Univ. of Maine Women's Resource Center
Vermont Governor's Commission on Women
Vietnamese Fisherman Assoc. of Am. (Oakland, CA)
Visiting Nurse Assoc. of South Central CT.
Wellesley College Ctr. for Research (Wellesley, MA)
Wichita Commission on the Status of Women
Women Involved in Giving Support (WINGS-Troy, MI)
Wisconsin Women's Council
Women's Action Alliance (New York, NY)
Women Against Sexual Harassment (Gladstone, NJ)
Women Employed (Chicago, IL)
Women Empowered (Kansas City, MO)
Women On the Job (Port Washington, NY)

Women's Employment Network (Kansas City, MO)
Women's Building (San Francisco)
Women in Management (Chicago, IL)
Women's Information Network (DC)
Women's Law Fund (Cleveland, OH)
Women's Leadership Center (Delaware)
Women's Resource Agency (Colorado Springs, CO)
Women's Resource Network (Shawnee Mission, KS)
Women Unlimited (Augusta, ME)
Wyoming Dept. of Education
Wyoming P.A.R.E.N.T. (Cheyenne, WY)
YWCA (Albuquerque, NM)
YWCA (Greater Milwaukee)
YWCA (Kansas City, Missouri)
YWCA (Memphis, TN)
YWCA (Racine, WI)

These press kits are incomplete. The following is a list of what is to be added to the final press kit:

- **News Release**
- **Secretary Reich's Statement**
- **Tips On How Women Can Get The Survey**
- **Conference Agenda**
- **Worker's List**

Working Women Count! Audience

Event Participants

Labor Secretary Robert B. Reich
Women's Bureau Director Karen Nussbaum
Valerie Harper, actor
Linda Lavin, actor
Ellen Carno, Au Bon Pain (after Mrs. Clinton leaves)
Thomas Donahue, AFL-CIO (after Mrs. Clinton leaves)

DOL Senior Staff

Tom Glynn, Deputy Secretary
Kathryn Higgins, Chief of Staff
Anne Lewis, Assist Sec for Public Affairs
Geri Palast, Assistant Secretary Congressional and
Intergovernmental Affairs
Steve Rosenthal, Associate Deputy Secretary

Working Women Count! Audience

Elected Officials

Members of Congress:

Rep. Corrine Brown
Rep. Rosa DeLauro
Rep. Jennifer Dunn
Rep. Karan English
Rep. Elizabeth Furse ?
Rep. Nita Lowey
Rep. Cynthia McKinney
Rep. Eleanor Holmes Norton ?
Rep. Nancy Pelosi
Rep. Debra Pryce
Rep. Barbara Rose-Collins

Hill Staff:

Suzanne Day, Senator Dodd
Mary Hinrichs-Richards, Senator Barbara Mikulski
Brian Kennedy, Senator Paul Simon
Rachel Leahey, Representative Constance Morella
Joy Simonson, Sub Committee for Employment, Housing & Aviation

X NOTE: Senator Braun will NOT be attending due to a last minute conflict.

Working Women Count! Audience

Partners

Ellen Beth Carno, Au Bon Pain Co. Inc
Sharifa Alkhateeb, North American Council for Muslim Women
Jane Baldinger, Planned Parenthood
Fran Bernstein, Natl Employment Law Project
Nilda Cid, Nat'l Black Nurses Association
Jean Cilik, Women Work
Helen Coronado, National Council of La Raza
Patty DeDominic, Natl Foundation of Women Bus Owners
Evelyn Dubrow, Intl Ladies Garment Workers Union
Laura Lee Fischer, AFSCME 2910
Donna Garbarczyk, Women Against Sexual Harrasment
Ellen Graves, Natl Assoc of Negro Bus & Professional Women's Club
Tracy Groomes, Corning Inc
Michelle Healey, 9 to 5 Natl Assoc of Working Women DC Area
Elizabeth Herling, The Body Shop
Dixie Horning, National Women Conference Center
Linda Jarrett, Federally Employed Women
Robbyn Kaamil, Non Traditional Employment for Women
Nancy J. Leon, Nat'l Hispanic Leadership Institute
Sharon E. McKeever, New Beginnings
Mona Miller, Planned Parenthood Federation of America
Lenore Miller, Retail, Wholesale and Department Store Union, UFCW
Helen H. Mills, The Body Shop
Kathy Murphy, Corning Inc
Anna Padia, Newspaper Guild
Candance Parks, Business & Professional Women/USA
Angela Perez, YWCA of New York City
Kate Premo, Business & Professional Women
Pat Scarcelli, UFCW Intl Union
Beverly Stripling, YWCA
Lori Marie Sylvia, Women in Communications Inc
Alison Tinsley, Int'l Women Writing Guild
Sheryl W. Washington, United Parcel Services
Joan C. Welsh, American Fed of Government Empl
Leigh Wintz, Soroptomist Intl of the Americas
Mildred Worf, Girls, Inc.

Working Women Count! Audience

Working Women (many will be in uniform)

Marion Louise Adcock, Carpenter
Jeannette Allen, Hotel Cook
Verlette Allen, Metro Transit Repair
Marty Anderson, Graphic Artist
Dori Aronson, Social Worker
Ellowese Bargainier, Corrections Officer
Jutata Basnight, Rap Artist
Lt. Victoria Elaine Brock, Police Officer
Dorothy Bryant, Safeway Truck Driver
Shelia Creef, Hotel Bartender
Precious G. Dancy, Emergency Medical Technician
Rt. Rev. Jane Dixon, Suffragan Bishop
Holly Fechner, Lawyer
Charlotte Flemming, Store Clerk
Kathy Flemming, DC Police Officer
Deborah Forter, Nurse
Jessica Heard, Organizer
Glenda Hodges, Assistant Pastor
Rosemary Holmes, Security Guard
Daphne F Jackson, Real Estate Sales
Denise Kaczmarek, Assistant Store Manager
Dr. Nadina Lambert, Dentist
Winnifred C. Lee, Florist
Glenda Lewis, Janitor
Rosa Marshall, Telephone Technician
Roxanne Mason, Cosmetologist
Barbara Menefee, Communications Secretary
Patricia Nelson, Food Service Worker
Dr. Monica Newby, Dentist
Rene A. Redwood, Congressional District Office Director
Cindy Roy, Emergency Room Nurse
Gisela Sanchez, Bank Teller
Marie Sherette, Legal Secretary
Karen Spurgeon, Postal Worker
Julia Washburn, Park Ranger
Andrea Weiss, Clinical Psychologist
Joyce E. Wellman, Artist
Florence Williams, Carpenter
Lt. Matice Wright, Naval Officer
Mary Young, Housekeeper



PHOTOCOPY
PRESERVATION

U.S. Department of Labor

Office of the Secretary
Women's Bureau
Washington, D.C. 20210



Working Women Count! Confirmed Partner List

May 4, 1994

Businesses:

Allstate Insurance (Northbrook, IL)
Asian Business Cooperative (Los Angeles, CA)
Au Bon Pain Co., Inc.
Ben and Jerry's Homemade (Waterbury, VT)
Boston Federal Savings Bank
ConAgra, Inc. (Omaha, NE)
Corning, Incorporated
The Body Shop
First Data Corporation (Denver, CO)
First Interstate Bank (Seattle, WA)
Halloran and Co. (Boston, MA)
Hanna Anderson
Hasbro, Inc.
Henry Vogt Machine Company (Louisville, KY)
Household International, Inc. (Prospect Hts, IL)
Kaiser Foundation Health Plan (Oakland, CA)
McDonald's Corporation
NYNEX (White Plains, NY)
Philips Electronics (New York, NY)
Reebok, International
Reynold's Metals Company (Richmond, VA)
Sisters of Charity Health Care Systems, Inc.
Skadden, Arps, Slate, Meagher and Flom (Boston, MA)
The Ceridian Corporation (Minneapolis, MN)
Turner Broadcasting
Walt Disney World Corp., Casting Department
W.R. Grace and Co. (Boca Raton, FL)

Members of Congress:

Senator Barbara Boxer
Senator Christopher Dodd
Senator Diane Feinstein
Senator Edward M. Kennedy
Senator Howard Metzenbaum
Senator Barbara Mikulski
Senator Carol Moseley-Braun
Senator Patty Murray
Senator Paul Simon

Representative Corrine Brown
Representative Leslie Byrne
Representative Eva Clayton
Representative Rosa DeLauro
Representative Jennifer Dunn
Representative Karan English
Representative Tillie Fowler
Representative Elizabeth Furse
Representative Nancy Johnson
Representative Nita Lowey
Representative Cynthia McKinney
Representative Patsy Mink
Representative Constance Morella
Representative Eleanor Holmes Norton
Representative Nancy Pelosi
Representative Debra Pryce
Representative Barbara-Rose Collins
Representative Lucille Roybal-Allard
Representative Pat Schroeder
Representative Louise Slaughter

Unions:

Amalgamated Clothing and Textile Workers Union
ACTWU (Mt. Morris, PA)
Aerospace Machinist Indust. Dist. Lodge 751
(Seattle, WA)
AFL-CIO - Department of Civil Rights
American Fed. of Government Employees
American Federation of Teachers
American Fed. of State, County and Municipal Employees
Association of Flight Attendants
Bakery, Confectionery, Tobacco
Coalition of Labor Union Women (CLUW)
Communication Workers of America
CWA Loc 2001 (Charleston, WV)
Construction and General Laborers' Lo.1353 (WV)
District 925, SEIU (Cleveland, OH)
District 1199, SEIU (Huntington, WV)
Independent Fed. of Flight Attendants
Int'l Assoc. of Machinists, Lo. 2339
(Commerce City, CO)
Int'l Brotherhood of Teamsters
Int'l Chemical Workers Union (Akron, OH)
Int'l Ladies Garment Workers
Int'l Union of Bricklayers and Allied Craftsmen
Int'l Union of Operating Engineers
Int'l Women's Writing Guild
Laborers
New Mexico Federation of Labor
The Newspaper Guild
National Postal and Mailhandlers Union
Office and Professional Employees Int'l Union
Operating Engineers

Nat'l Air Traffic Controllers Association
New Jersey Nurses Union
Retail, Wholesale and Dept. Store Union
Service Employees International Union
Transportation Communications Intn'l Union
Union Privilege
United Food and Commercial Workers
United Steelworkers Union
Washington State Labor Council (Seattle, WA)
West VA Federation of Teachers
Writers' Guild of America East, Inc.

Magazines/Publications/Broadcast media:

Chicago Tribune
Carol Kleiman, syndicated columnist
(column will not include questionnaire)
Lifetime Television
Family Circle
Working Woman Magazine
Working Mother Magazine
Essence Magazine
Executive Female
McCall's
Ms. Magazine
Today's Dallas Woman
Winfield Daily Currier (Kansas)
Women's Enterprise

National Organizations:

9 to 5, National Assoc. of Working Women
American Agri Women
American Business Women's Association
American Jewish Congress for Women's Equality
American Women's Economic Development Corp.
Association of Part-Time Professionals
Association for Union Democracy
Black Women's Agenda
Business and Professional Women, Inc.
Businesses for Social Responsibility
Center for Policy Alternatives
Clearinghouse on Women's Issues
Feminist Majority
Institute for Women's Policy Research
International Women's Writing Guild
National Chamber of Commerce for Women
Nat'l Assoc. for Female Executives
Nat'l Assoc. Negro Bus. and Prof. Women's Clubs
Nat'l Assoc. of Commissions for Women
Nat'l Black Nurses' Association, Inc.

Nat'l Assoc. of Women in Construction
 Nat'l Chamber of Commerce for Women
 National Coalition for Sex Equity in Education
 Nat'l Council of La Raza (168 affiliates)
 Nat'l Employment Law Project
 Nat'l Foundation for Women Business Owners
 Nat'l Hispana Leadership Institute
 Nat'l Immigration Law Center
 National Human Resources Association
 (formerly International Assoc. for Personnel Women)
 National Women's Conference Center
 The North American Council for Muslim Women
 Pension Rights Center/Women's Project
 Planned Parenthood Federation of America
 Soroptimist International of America
 Wider Opportunities for Women
 Women and Foundations/Corporate Philanthropy
 Women In Communications, Inc.
 Women In Management
 Women Work! Nat'l Network of Women's Employment
 Women's Council of Realtors
 Women's Division, United Methodist Church
 Women's National Democratic Club
 Women's Sports Foundation
 YWCA of the U.S.A. (400 affiliates)
 Zeta Phi Beta Sorority
 Zonta International

Local/State Organizations:

9 to 5 (DC Network)
 9 to 5 (Chicagoland)
 9 to 5 (Long Island, NY)
 Alaska Department of Education
 Altrusa International of North Dallas
 American Women's Economic Development Corp. (NY) 100
 Arizona Business and Professional Foundation
 Arizona Department of Transportation
 Arizona Governor's Office for Women
 Asian Immigrant Woman Advocates
 Black Women's Network (Milwaukee, WI)
 Black Workers for Justice (Rocky Mtn., NC)
 BPW (Dallas, TX)
 BPW (Dogwood City - Atlanta, GA)
 Bloomington Human Rights Commission (IN)
 Broward County Women Lawyers' Association
 California Women's Law Center (Los Angeles, CA)
 Carolina Alliance for Fair Employmnt. (Greenville, SC)
 Career Learning Center
 Career Transitions (Bozeman, MT)
 Central Exchange (Kansas City, Mo)
 Center for Economic Options, Inc. (Charleston, WV)
 Chicago Women in Trades

Chinese Progressive Association Workers Center (MA) 75
 Chrysalis, A Center for Women (Minneapolis, MN)
 CLUW (Kent County, Michigan)
 CLUW (Nevada)
 CLUW (North Central West Virginia)
 Colorado Women's Chamber of Commerce
 Comite De Apoyo Alsi Trebajadores Agricultures/
 Farmworkers Support Committee (Glassboro, NJ)
 Connecticut Commission of the Status of Women
 CT Women's Education & Legal Defense Fund
 Community Outreach Counseling Program (Kansas City)
 Construction Opportunity Center
 Cornell-ILR/Trade Union Women's Studies Program
 Cornell University, Institute for Women and Work
 DARE -- Direct Action for Rights and Equality (RI) 40
 Eastern Washington University (Cheney, WA)
 EOA Washington County (Fayetteville, AR)
 Farm Workers' Self Help (Dade City, FL)
 Fort Wayne Women's Bureau, Inc.
 Fuerza Unida, Inc. (San Antonio, TX)
 Garment Worker's Center in Sunset Park (Brooklyn, NY)
 Garment Worker's Justice Center, ILGWU (New York, NY)
 Girl's Incorporated (New York, NY)
 Greater Dallas Chamber of Commerce
 (Women's Business Issues Division)
 Greensboro Commission on Status of Women
 HELP of Southern Nevada (Las Vegas, NV)
 Highlander Research and Education Center (TN) 20
 Idaho Human Rights Commission
 Illinois Department of Human Rights
 Iowa Commission on the Status of Women
 Jobs for Mississippi Graduates, Inc.
 Kentucky Cabinet for Economic Development
 Kentucky Labor Cabinet
 Kentucky Tourism Cabinet
 Kentucky Workforce Development Cabinet
 Knoxville Women's Center
 La Alianza - Cannery Workers Org. Project (CA)
 La Casa De Esperanza, Inc. (Waukesha, WI)
 Labor/Mgmt. Council (Kansas City, Missouri)
 Last Monday Club (Oakland, CA)
 Legal Aid Society of San Francisco
 Louisiana Governor's Office of Women's Services
 Mabel Wadsworth Women's Health Center (Bangor, ME)
 Maryland Commission on Human Relations
 Metanoia Peace Community (Oregon city, OR)
 Metro. Women's Organizing Project (Washington, DC)
 Mi Casa Resource Center for Women, Inc.
 Milwaukee Indian Eco. Dev. Agency, Inc. (Milwaukee, WI)
 Mississippi A. Philip Randolph Institute
 Nebraska Commission on the Status of Women
 Nebraska Department of Labor
 Networking Project - Young Adults w/ Disabilities (NY)
 New Beginnings (NJ)

New Hampshire Nurses' Assoc.
New Horizons Program
New Ways to Work (San Francisco, CA)
New York Women's Agenda
Nontraditional Employment for Women (NY)
North Carolina Equity
North Dakota Commission on the Status of Women
Northern New England Tradeswomen
Northwest Regional Educational Laboratory (OR)
NOW (Kansas City Urban Chapter)
Office Technology Academy (Milwaukee, WI)
One Small Step-Bay Area Employer Work Family Coal.
Oregon Tradeswomen Network
Pennsylvania Commission for Women
Philadelphia Unemployment Project
Portland public Schools (OR)
Professional Dimensions (Milwaukee, WI)
Project Equality, Inc. (Kansas City, MO)
Radcliffe College Career Services (Cambridge, MA)
Resource Center for Women (Largo, FL)
Rhode Island Working Women
Rocky Mountain Tradeswomen Network (Broomfield, CO)
Santa Clara Ctr. for Occup. Safety and Health (CA) 100
SER Jobs for Progress (Milwaukee, WI)
Social Justice for Women (Boston, MA)
Soroptimist International of Boise
Tarrant County Asian American Chamber of Commerce (TX)
The Center for Women (Tampa, FL)
The Helping Hands Center (Silver City, NC)
The Workplace Project
Topeka Mayor's Commission on the Status of Women
Transitions:Maine Displaced Homemakers Program
Tucson Black Women's Task Force
Tulsa Mayor's Commission on the Status of Women
Turning Point (Delta, UT)
Univ. of Iowa Pre Vocational Training Program
Univ. of Maine Women's Resource Center
Univ. of North Texas
Urban League (Kenosha, WI)
Vermont Governor's Commission on Women
Vietnamese Fisherman Assoc. of Am. (Oakland, CA)
Visiting Nurse Assoc. of South Central CT.
Wellesley College Ctr. for Research (Wellesley, MA)
Wichita Commission on the Status of Women
Women Involved in Giving Support (WINGS-Troy, MI)
Wisconsin Women's Council
Women's Action Alliance (New York, NY)
Women Against Sexual Harassment (Gladstone, NJ)
Women Employed (Chicago, IL)
Women Empowered (Kansas City, MO)
Women On the Job (Port Washington, NY)
Women's Alliance for Job Equity (Philadelphia, PA)
Women's Employment Network (Kansas City, MO)
Women's Building (San Francisco)

Women's Information Network (DC)
Women's Law Fund (Cleveland, OH)
Women's Leadership Center (Delaware)
Women's Multicultural Leadership Institute (OR)
Women's Resource Agency (Colorado Springs, CO)
Women's Resource Network (Shawnee Mission, KS)
Women's Way (Philadelphia, PA)
Women Unlimited (Augusta, ME)
Wyoming Dept. of Education
Wyoming P.A.R.E.N.T. (Cheyenne, WY)
YWCA (Albuquerque, NM)
YWCA (Grand Rapids)
YWCA (Greater Milwaukee)
YWCA (Kalamazoo, MI)
YWCA (Kansas City, Missouri)
YWCA (Memphis, TN)
YWCA (Racine, WI)
YWCA of San Francisco, Marin and San Mateo (CA)
YWCA (Van Wert County - Ohio)

6. How do you feel about your job overall?

- ☐ I love it
- ☐ I like it
- ☐ It's OK
- ☐ I dislike it
- ☐ It's totally miserable

7. Please rate the following aspects of your job:

- Pay
- Flexible schedule
- Health care benefits
- Pension/retirement benefits
- Vacation
- Sick leave
- Ability to advance
- Challenging and interesting
- Job security
- Training
- Support for family responsibilities

Excellent

good

fair

poor

none

DOESN'T
APPLY

_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____
_____	_____	_____	_____	_____	_____

8. Here's a list of changes that might provide you with a better workplace. Please let us know how important each item is to you by rating each one from 0 (not important to you) to 10 (very important to you). You may use any number more than once:

- _____ More flexible work hours
- _____ Information about or support for child or dependent care
- _____ Insuring equal opportunity in the workplace
- _____ Paid leave to care for newborns or seriously ill relatives
- _____ On-the-job training opportunities to learn new skills
- _____ Student loans for courses that would give me new job skills
- _____ Giving employees more responsibility for how they do their jobs
- _____ Health care insurance for all employees
- _____ Improving pay scales
- _____ Other: _____

9. If you could tell President Clinton one thing about what it's like to be a working woman, what would it be? _____

10. What is your age? _____

11. What is the highest level of education you have completed?

- ☐ less than high school
- ☐ high school diploma or GED
- ☐ some college or technical school
- ☐ college degree (e.g. associate or bachelor)
- ☐ postgraduate degree (e.g. medical, law, MS, MA, PhD)

12. How much do you earn each year before taxes?

- ☐ less than \$9,999
- ☐ \$10,000-\$24,999
- ☐ \$25,000-\$49,999
- ☐ \$50,000-\$74,999
- ☐ \$75,000 or more

13. What is your total household income before taxes?

- ☐ less than \$9,999
- ☐ \$10,000-\$24,999
- ☐ \$25,000-\$49,999
- ☐ \$50,000-\$74,999
- ☐ \$75,000 or more

14. Are you:

- ☐ living with someone
- ☐ married
- ☐ single, divorced, separated or widowed

15. Do you have children under the age of 18 living at home?

- ☐ yes (how many: _____ age of youngest: _____)
- ☐ no

16. What state do you live in? _____

17. Just to make sure we're hearing from people of all races, could you indicate your racial designation:

- ☐ White
- ☐ Black
- ☐ Asian
- ☐ Native American
- ☐ Other

18. What is your ethnic origin:

- ☐ Hispanic
- ☐ Other

What does the Women's Bureau do?

- ◆ We alert women about their rights in the workplace.
- ◆ We propose policies and legislation that benefit working women.
- ◆ We research and analyze information about women and work.
- ◆ We report our findings to the President, Congress and the public.
- ◆ We make sure that the voices of America's working women count!

"Across the country, working women tell me they feel tired, worried and alone. That's a real challenge for us to do better. We want to help working women speak out about their concerns and develop practical policies to change them."

KAREN NUSSBAUM
DIRECTOR, WOMEN'S BUREAU

"We cannot have a high-wage, high-skill workplace unless all workers participate fully and are treated fairly. The Department of Labor Women's Bureau can help make that goal a reality for America's working women."

ROBERT B. REICH
SECRETARY OF LABOR

WOMEN'S BUREAU • U.S. DEPARTMENT OF LABOR
WASHINGTON, DC 20210 • 202-219-6611



The Women's Bureau Working Women Count!

If you're a working woman, the Women's Bureau is your special voice in government. Our congressional mandate since 1920 has been to "promote the welfare of wage-earning women."

In 1920, only 20% of the American work force was female. Today, women are almost half of the work force, more than 58 million strong. Women are a growing presence in almost every occupation, from pharmacist to computer analyst to U.S. congressional representative!

In 1920, there were few laws to protect working women. The Women's Bureau pioneered policies and legislation to set fair wages and hours, end child labor and establish health and safety standards.

In the past few decades, new laws have established new rights: equal pay for equal work; protection against pregnancy discrimination and sexual harassment; and, recently, family and medical leave.

But working women know there's still plenty to do. Many of the laws are not fully enforced where we work. Women still earn less than men and have to struggle for fair treatment and respect.

This is a time of dramatic workplace transition, perhaps the biggest change since the move from farms to factories. In our travels around the country, women tell us they feel tired, worried and alone. More people are doing part-time or temporary work, or working more than one job to make ends meet. Many women cannot find decent, affordable care for their young children or elderly parents. Others are looking for that first job or a better job—and the training that will open the door to full employment and economic security.

Now, more than ever, working women need a strong voice. That's why we have the Women's Bureau.

"When it comes to working women's issues, the Women's Bureau is on the cutting edge.

It has seized the initiative to bring together divergent points of view about the changes working women need."

LOIS GRAY, PROFESSOR, CORNELL UNIVERSITY

An Agenda for the '90s

To meet the challenge of the '90s, the Women's Bureau has launched a bold 2-year program. It is based on the concept that working women themselves are an untapped resource for addressing workplace problems. Our goal is to make women's concerns a vital part of American public policy.

We started by talking with women from coast to coast doing all kinds of work: flight attendants and factory workers, child care and health care providers, TV writers and construction workers, garment workers, secretaries and casino workers. The experiences of working women around the nation have helped shape our action agenda:

Don't Work in the Dark A public service campaign to inform women of their rights regarding pregnancy discrimination, family and medical leave and sexual harassment. The campaign features easy-to-read brochures in English and Spanish and a toll-free number to the WOMEN'S BUREAU CLEARINGHOUSE. The Clearinghouse fields questions about work and family and connects working women with local grassroots organizations that can provide advice and support.

Working Women Count! What do you think about your job? What issues concern you? What changes would you most like to see in your workplace? From May through August 1994, the Women's Bureau WORKING WOMEN COUNT! questionnaire asks American women to speak their minds about work. It will appear in major women's magazines and be distributed by associations, employers, businesses and unions nationwide. The result? Powerful evidence of women's workplace concerns.

Working Women's Tour To highlight the WORKING WOMEN COUNT! campaign, Women's Bureau Director Karen Nussbaum will head a team of public leaders and policy makers on a four city tour to hear directly from American women about their lives on the job.

Working Women: A Report to the Nation Findings from the WORKING WOMEN COUNT! questionnaire will be released in the fall of 1994. They will be included in a national report on how working women feel about their jobs and what they would like to change.

75th Anniversary of the Women's Bureau Celebration In May 1995, the Women's Bureau will mark its 75th birthday. Women around the country will be invited to join the festivities. Let's appreciate our history, celebrate our victories and look to future gains for all working women.

4th World Conference on the Status of Women The first half of the decade draws to a close with the United Nations 4TH WORLD CONFERENCE ON THE STATUS OF WOMEN in Beijing, China in October 1995. The Beijing Conference will bring together women from around the globe. This meeting will provide a chance to place our American experience into a world context and help map a course of action for the future.

"I feel that there is hope for the average working woman, that we now have a voice and our voice will be heard."

JACQUE MILLS, MEDICAL RESEARCH ASSISTANT, CHICAGO IL

Meet Karen Nussbaum

Karen Nussbaum, director of the Women's Bureau of the Department of Labor, has spent her entire working life promoting the welfare

of wage-earning women.

Nussbaum began her working life as a secretary at Harvard University. In 1973, based on her experiences—and those of her co-workers—she founded 9to5, the National Association of Working Women. She headed 9to5 for 20 years during which time it became a leading national organization promoting fair treatment and respect for office workers.

¿Qué es lo que hace la Oficina de Asuntos para la Mujer?

- ◆ Alertamos a las mujeres sobre sus derechos en el lugar de trabajo.
- ◆ Proponemos políticas y leyes en beneficio para la mujer que trabaja.
- ◆ Investigamos y analizamos información sobre las mujeres y sus trabajos.
- ◆ Informamos los resultados al Presidente, al Congreso, y al público.
- ◆ Aseguramos que la voz de la mujer que trabaja cuente!

"A través del país, las mujeres que trabajan me dicen que se sienten cansadas, solas, y preocupadas. Ese es un reto para que nosotras tratemos de alcanzar más. Queremos ayudar a las mujeres trabajadoras a que hablen sobre sus preocupaciones y desarrollen políticas/prácticas para solucionarlas."

KAREN NUSSBAUM
DIRECTORA, OFICINA DE ASUNTOS PARA LA MUJER
DIRECTOR, WOMEN'S BUREAU

"No podremos tener una fuerza de trabajo con salarios altos y niveles calificados, a no ser que todos los trabajadores participen de lleno y se les trate con justicia. La Oficina de Asuntos para la Mujer del Departamento de Trabajo puede ayudar a hacer esa meta una realidad para la mujer trabajadora."

ROBERT B. REICH
SECRETARIO DEL TRABAJO
SECRETARY OF LABOR

WOMEN'S BUREAU • DEPARTMENT OF LABOR
OFICINA DE ASUNTOS PARA LA MUJER • DEPARTAMENTO DE TRABAJO
WASHINGTON, DC 20210 • 202-219-6611



WOMEN'S BUREAU
UNITED STATES DEPARTMENT OF LABOR
OFICINA DE ASUNTOS PARA LA MUJER
DEPARTAMENTO DE TRABAJO DE LOS ESTADOS UNIDOS

La Oficina de Asuntos para la Mujer ¡La Mujer Trabajadora Vale!

Si usted es una mujer trabajadora, la Oficina de Asuntos para la Mujer es su voz en el gobierno. Nuestro mandato, establecido por el Congreso en 1920, ha sido el de "promover el bienestar de la mujer que trabaja."

En 1920, las mujeres solo representaban el 20% de la fuerza laboral en los Estados Unidos. Hoy, las mujeres representan casi la mitad de la fuerza de trabajo, o sea más de 58 millones de trabajadoras. La presencia femenina crece en casi todas las ramas ocupacionales, desde farmacéutica, a analista de computadores, y hasta representarte del Congreso.

En 1920, habían pocas leyes que protegían a la mujer trabajadora. La Oficina de Asuntos para la Mujer fue pionera en políticas y legislación que establecieron horarios de trabajo y salarios equitativos, que acabaron con el trabajo infantil, y que establecieron normas de salud y seguridad en el trabajo.

En las últimas décadas, nuevas leyes han establecido derechos nuevos: igual pago por igual trabajo; protección contra la discriminación por embarazo y el acoso sexual; y recientemente, la ley de ausencia del trabajo por razones familiares o médicas.

Pero las mujeres que trabajan saben que todavía hay mucho que hacer. Muchas de las leyes no se cumplen en sus lugares de trabajo. Las mujeres todavía ganan menos que los hombres y tienen que luchar para que las traten con justicia y respeto.

La transformación en el ámbito laboral es dramática en estos momentos, tal vez la más grande desde la transición de la granja a la fábrica. Cuando viajamos a través del país, las mujeres nos dicen que se sienten cansadas, solas y preocupadas. Muchas más están trabajando a tiempo parcial o en trabajos temporarios, o trabajando en más de un empleo para cubrir sus necesidades. Muchas mujeres no encuentran servicios decentes y dentro de sus medios, para el cuidado de sus niños pequeños o de sus padres ancianos. Otras buscan ese primer trabajo o un mejor trabajo—y el entrenamiento que les abra las puertas a un trabajo estable y a la seguridad económica.

Ahora, más que nunca, la mujer trabajadora necesita una voz fuerte. Es por eso que tenemos una Oficina de Asuntos para la Mujer.

Una Agenda para los Años '90

Para afrontar los retos de los '90, la Oficina de Asuntos para la Mujer ha iniciado un programa innovador de dos años. Se basa en el concepto de que las mujeres trabajadoras son una fuente, hasta ahora no utilizada, para afrontar sus problemas laborales. Nuestra meta es hacer que las preocupaciones de las trabajadoras sean una parte vital de la política pública de los Estados Unidos.

Comenzamos hablando con mujeres de costa a costa, que hacen todo tipo de trabajo: de azafatas de avión a operarias en fábricas, de mujeres que cuidan niños a esas que trabajan en el sector de salud, de escritoras para la televisión a trabajadoras en la construcción, de costureras en la confección de vestuario, secretarías, y trabajadoras en casinos. Las experiencias que oímos de las trabajadoras alrededor del país nos ayudaron a formular nuestra agenda de acción:

¡Conozca sus derechos, no trabaje en la oscuridad! Una campaña de servicio público para informar a las mujeres de sus derechos en relación a la discriminación por embarazo, la ley de ausencia del trabajo por razones médicas y familiares, y el acoso sexual. La campaña incluye folletos fáciles de leer

en inglés y español, y una línea telefónica gratis al Women's Bureau Clearinghouse. Allí le contestarán sus preguntas sobre asuntos relacionados con el trabajo y la familia, y la pondrán en contacto con organizaciones locales que la pueden ayudar con consejos y apoyo.

¡La Mujer Trabajadora Vale! ¿Qué piensa sobre su trabajo? ¿Qué cosas le preocupan? ¿Qué cambios quiere usted ver en su lugar de trabajo? De mayo a agosto de 1994, la encuesta ¡La Mujer Trabajadora Vale!

de la Oficina de Asuntos para la Mujer le solicita a las mujeres trabajadoras sus opiniones sobre sus empleos. Esta encuesta aparecerá en revistas destacadas, y será distribuida a través de la nación por asociaciones, empleadores, negocios, y uniones. ¿Los resultados? Serán una evidencia poderosa sobre las inquietudes de las mujeres en relación a sus trabajos.

Gira sobre la Mujer Trabajadora. Para realzar la campaña ¡La Mujer Trabajadora Vale! La Directora de la Oficina de Asuntos para la Mujer, Karen Nussbaum, hará una gira por cuatro ciudades de los Estados Unidos con un equipo de dirigentes públicos y legisladores, para oír directamente a mujeres trabajadoras sobre las condiciones de sus trabajos.

Celebración del Aniversario de los 75 Años de la Oficina de Asuntos para la Mujer. En Mayo de 1995, la Oficina de Asuntos para la Mujer cumplirá 75 años. Invitaremos a mujeres de todo el país a que se unan a nuestras festividades, para revivir nuestra historia, celebrar nuestras victorias, y mirar hacia el futuro de la mujer trabajadora.

4a. Conferencia Mundial sobre la Mujer. La primera mitad de la década se cierra con la 4a. Conferencia Mundial sobre la Mujer patrocinada por las Naciones Unidas en Beijing, China en Octubre de 1995. La Conferencia de Beijing reunirá a mujeres de todo el mundo, y proveerá una oportunidad de poner nuestra experiencia en el contexto mundial, y de ayudar a establecer un plan de acción para el futuro.

"Siento que hay esperanza para la mujer trabajadora; que ahora tenemos una voz y nuestra voz será oída."

JACQUE MILLS, INVESTIGADORA MÉDICA ASISTENTE, CHICAGO, IL

Conozca a Karen Nussbaum

Karen Nussbaum, Directora de la Oficina de Asuntos para la Mujer del Departamento de Trabajo, ha pasado toda su vida de trabajo promoviendo el

bienestar de la mujer trabajadora.

Nussbaum comenzó su vida de trabajo como secretaria en la Universidad de Harvard. En 1973, apoyándose en sus experiencias—y en esas de sus colegas de trabajo—fundó 9to5, la Asociación Nacional de Mujeres Trabajadoras. Dirigió 9to5 por 20 años, en los que se convirtió en una de las organizaciones más importantes a nivel nacional que promueven el trato justo y respeto para trabajadores de oficina.

"Cuando se trata de asuntos relacionados con la mujer y el trabajo, la Oficina de Asuntos para la Mujer está en la vanguardia. Se ha tomado la iniciativa de reconciliar puntos de vista divergentes sobre los cambios que la mujer trabajadora necesita."

LOIS GRAY, PROFESORA, UNIVERSIDAD DE CORNELL

U.S. DEPARTMENT OF LABOR

**SECRETARY OF LABOR
WASHINGTON, D.C.**

ROBERT B. REICH

Robert B. Reich, America's 22nd Secretary of Labor, has had a distinguished career both as a public servant and as a scholar dealing with the effects of the global economy and rapid technological change on working Americans.

When he nominated Robert Reich to be Secretary of Labor, President Clinton said, "With his help, I believe we can bring forth a revolution in lifetime training and education of our workforce." Fortune magazine has named Reich among 25 individuals who are making the United States more competitive.

Born in Scranton, Pennsylvania, Reich graduated from Dartmouth College and received a law degree from Yale. A Rhodes Scholar, he obtained a degree in philosophy, politics and economics from Oxford.

Secretary Reich served as assistant to the solicitor general in the Ford Administration and headed the policy planning staff of the Federal Trade Commission in the Carter Administration. Most recently, he was on the faculty of Harvard's John F. Kennedy School of Government. He has been an advisor to business, government and political leaders, and is the author of seven books and 200 articles on the American economy and the emerging global market.

Since becoming Secretary of Labor on January 20, 1993, Reich has reinvigorated the Department of Labor--or, as he calls it, the Department of the American Workforce--with bold new initiatives to create more and better jobs for Americans.

In the first year under his leadership, the department implemented the Family and Medical Leave Act, spearheaded legislation on school-to-work training opportunities and national skills standards and introduced a proposal to reform the pension system. The department stepped up enforcement of labor laws to protect workers and began the transformation of the unemployment system to a reemployment system for Americans facing structural unemployment, global competition, corporate downsizing and conversion from a military to a civilian economy. In addition, Secretary Reich launched the Office of the American Workplace to foster better collaboration between workers and managers and to encourage employee training, profit-sharing, gain-sharing and employee participation.

#



**Karen Nussbaum
Director, Women's Bureau**

Given their historic goals, the Women's Bureau and its 13th Director Karen Nussbaum are an inspired match.

The Women's Bureau of the Department of Labor was created in 1920 "to formulate standards and policies which shall promote the welfare of wage-earning women."

And for her entire working life, Karen Nussbaum -- founder of 9to5, the National Association of Working Women -- has done just that.

In nominating Nussbaum to direct the Women's Bureau, President Clinton declared her "uniquely qualified" to serve as chief advocate for the nation's 58 million working women, based on her 20-year record as a leader, policy expert and tireless spokesperson for women in the workforce.

Nussbaum first pioneered 9to5 in Boston in 1973, building on her own experience as a clerical worker at Harvard. With Nussbaum at the helm, 9to5 expanded to 250 cities, becoming a powerful and respected national voice for clerical and office workers. The organization even inspired a hit movie: "9to5" starring Jane Fonda, Lily Tomlin and Dolly Parton.

In 1981, Nussbaum also became president of District 925 of the Service Employees International Union (SEIU). District 925 is a national union of office and professional employees. As a union leader, she served on the SEIU International Executive Board and headed up the union's 170,000-member Office Workers Division.

From the 9to5 headquarters in Cleveland, Nussbaum traversed the country, speaking with women's groups about their concerns. She has skillfully presented those issues to the public on shows like Donahue and the MacNeil-Lehrer News Hour and has testified before Congress and other governmental bodies on a host of subjects affecting American working women. She is co-author of *Solutions for the New Work Force: Policies for a New Social Contract* and *9to5: The Working Woman's Guide to Office Survival*.

"Now that we have an Administration committed to fairness in the workplace, we have an unprecedented mandate to achieve concrete gains," says Nussbaum, "not just on the issues generally associated with women -- such as pregnancy leave and sexual harassment -- but also on issues like pay, pension and the quality of worklife, so critical to all working Americans."

Nussbaum, a native of Chicago, now lives in Washington with her husband and three children.



Delores L. Crockett
Acting Deputy Director, Women's Bureau

Delores L. Crockett, Acting Deputy Director of the U.S. Department of Labor Women's Bureau, has spent 14 years with the Bureau -- and a lifetime dealing with the concerns of working women.

The Women's Bureau of the Department of Labor was created in 1920 "to formulate standards and policies which shall promote the welfare of wage-earning women." It is the only federal agency charged by Congressional mandate to develop policy and address the multiple issues of women in the workforce.

Crockett knows the importance of that mission from personal experience. As a young, single, working mother she had to send her six-year-old daughter to live with grandparents in another state for two years -- all because she was unable to ask her employer to readjust her work schedule by one half hour to drop her daughter off at school. "Back then," says Crockett, "family problems were personal problems. Period."

Crockett went to work for the Women's Bureau in Atlanta in 1979. As Regional Administrator for Region IV (the eight Southeastern states) she supervised programs to help women advance in the workplace, acquire training and become familiar with their rights on the job. "We look forward to a family-friendly workplace, where the kinds of choices I had to make are a thing of the past," Crockett says.

In January, 1993, she was asked to come to Washington, where she headed the Bureau during the transition between administrations, "I thought it was just for a few weeks," she laughs. Since then, as acting deputy director, she oversees operations in the national office and the Bureau's 10 regional offices. She is the agency's first and only candidate for the Senior Executive Service Program, a government-wide developmental program for high-potential managers. Her leadership skills have also been recognized with Distinguished Service Awards from three Secretaries of labor for her efforts to implement the Department's mission.

In recognition of her outstanding performance as head of the Bureau during the transition of Administrations, the Secretary of Labor honored her with the prestigious Special Act Award for "superior accomplishments and service to the Department and contributions toward improving the lives of American workers."

Crockett also has a distinguished record of community service in her home state of Georgia, and has received numerous community service awards and honors. She is listed in Who's Who Among Black Americans and was featured on Southern Bell's 1990-91 Black History calendar as one of Atlanta's Black Women Achievers.

Prior to working at the DOL Women's Bureau, Crockett was a communications and employment manager with Avon Products, Inc.

Crockett has a Bachelor's Degree in Psychology from Spelman College and a Master's in Guidance and Counseling from Atlanta University. Her daughter is currently a student at Spelman.