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NEWS

U. S. SENATOR FOR KANSAS

FROM:

SENATE REPUBLICAN LEADER

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"GLASS CEILING" LEGISLATION

DOLE REINTRODUCES GLASS CEILING BILL; COMMISSION TO RECOMMEND POLICIES TO SHATTER ARTIFICIAL BARRIERS TO CORPORATE ADVANCEMENT OF WOMEN & MINORITIES

LAST MONTH THE DEPARTMENT OF LABOR RELEASED ITS REPORT ON THE GLASS CEILING CONFIRMING WHAT MANY OF US HAVE SUSPECTED ALL ALONG -- THE EXISTENCE OF INVISIBLE, ARTIFICIAL BARRIERS BLOCKING WOMEN AND MINORITIES FROM ADVANCING UP THE CORPORATE LADDER TO MANAGEMENT AND EXECUTIVE LEVEL POSITIONS.

I HAVE CAREFULLY REVIEWED THIS REPORT AND CONSIDER IT AN IMPORTANT AND HISTORIC FIRST STEP IN BUILDING A MUCH-NEEDED AND LONG-OVERDUE RECORD ON THIS ISSUE. I CONGRATULATE THE SECRETARY OF LABOR ON THIS REPORT AND LOOK FORWARD TO WORKING WITH HER ON THIS ISSUE DOWN THE ROAD.

EQUAL ACCESS AND EQUAL OPPORTUNITY

FOR THIS SENATOR, THE ISSUE BOILS DOWN TO ENSURING EQUAL ACCESS AND EQUAL OPPORTUNITY. THESE PRINCIPLES ARE FUNDAMENTAL TO THE ESTABLISHMENT OF THIS GREAT NATION AND THE CORNERSTONE OF WHAT OTHER NATIONS AND OTHER PEOPLE CONSIDER UNIQUE TO THE UNITED STATES -- NAMELY, THE POSSIBILITY FOR EVERYONE TO GO AS FAR AS THEIR TALENTS AND HARD WORK WILL TAKE THEM.

BUT AS THIS REPORT INDICATES, THE AMERICAN DREAM MAY NOT BE AS EASY FOR SOME TO PURSUE AS FOR OTHERS. INDEED, WHILE WOMEN AND MINORITIES MAKE UP OVER HALF THE WORKFORCE, STUDIES INDICATE THAT THEY HOLD LESS THAN FIVE PERCENT OF SENIOR MANAGEMENT POSITIONS IN BIG CORPORATIONS -- REPRESENTING ONLY A TWO PERCENT INCREASE SINCE 1979.

WHILE THERE IS NO "RIGHT" OR "CORRECT" NUMBER, AND MY OPPOSITION TO ANY NOTION OF QUOTAS COULDN'T BE STRONGER, YOU DON'T HAVE TO BE A BRAIN SURGEON TO DEDUCE THAT SOMETHING IS WRONG OUT THERE.

TIME TO MOVE GLASS CEILING LEGISLATION

IN FEBRUARY, ALONG WITH A NUMBER OF MY REPUBLICAN COLLEAGUES, I INTRODUCED THE WOMEN'S EQUAL OPPORTUNITY ACT OF 1991, WHICH WAS REFERRED TO THE JUDICIARY COMMITTEE.

UNFORTUNATELY, NO HEARINGS OR OTHER ACTION HAS BEEN SCHEDULED ON THIS IMPORTANT LEGISLATION WHICH ADDRESSES SUCH CRITICAL ISSUES AS SEXUAL HARASSMENT IN THE WORKPLACE, STREET AND DOMESTIC VIOLENCE AGAINST WOMEN, AND EMPLOYMENT OPPORTUNITIES FOR THOSE SEEKING ACCESS TO MANAGEMENT JOBS AND APPRENTICESHIP PROGRAMS.

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