

M E M O R A N D U M

September 30, 1992

TO: SENATOR DOLE  
FROM: JIM MCMILLAN  
RE: REMARKS TO GLASS CEILING COMMISSION

On Friday, October 2, from 10:10 to 10:15, you are scheduled to address the first meeting of the Glass Ceiling Commission (hence your remarks are very brief). Secretary Martin will introduce you; Rep. Susan Molinari speaks after you.

For your information, I have attached a schedule for the event and a list of Commission members (all but four are planning on attending).

Attached for your review and approval is a draft of your statement. Are the remarks acceptable?

☒ YES

☐ NO

REMARKS OF  
SENATOR BOB DOLE  
FIRST MEETING OF  
GLASS CEILING COMMISSION  
OCTOBER 2, 1992

- THANK YOU FOR THOSE KIND WORDS OF INTRODUCTION.
- WE HAVE A VERY DISTINGUISHED COMMISSION ASSEMBLED HERE THIS MORNING. YOU ALL ARE FROM DIFFERENT PARTS OF THE COUNTRY; YOU HAVE DIFFERENT BACKGROUNDS, DIFFERENT EXPERIENCES, DIFFERENT AREAS OF EXPERTISE, AND DIFFERENT PHILOSOPHIES TO BRING TO BEAR ON THE IMPORTANT WORK OF THIS COMMISSION.
- THE KEY POINT FOR EACH OF YOU TO REMEMBER IS THAT YOUR INDIVIDUAL CONTRIBUTION IS CRITICAL TO THE COLLECTIVE SUCCESS OF THE COMMISSION'S WORK.
- YOU HAVE A CHANCE TO LEAVE YOUR MARK ON A SUBJECT MATTER NOT ONLY OF GREAT INTEREST TO EVERYONE -- BUT WHICH IS FUNDAMENTAL TO THE FUTURE COMPETITIVE SUCCESS OF THIS GREAT NATION OF OURS.
- CORPORATE AMERICA CAN NOT AFFORD NOT TO FULLY UTILIZE THE TALENTS AND ENERGIES OF ALL MEMBERS OF THE WORKFORCE. WOMEN AND MINORITIES CURRENTLY MAKE UP OVER HALF OF OUR LABOR MARKET AND WILL REPRESENT THE LARGEST PORTION OF NET NEW ENTRANTS IN THE YEARS TO COME.
- MANY CORPORATIONS HAVE ALREADY RECOGNIZED THIS IMPORTANT FACT. AND THROUGH YOUR WORK AND LEADERSHIP, I HAVE NO DOUBT OF OUR CONTINUED PROGRESS IN THIS AREA.
- FOR ME, THE BOTTOM LINE OF THE WORK OF THE GLASS CEILING COMMISSION WILL BE TO MAKE A SIGNIFICANT CONTRIBUTION TOWARDS THE GOAL OF ENSURING EQUAL OPPORTUNITY FOR EVERYONE -- TO RID OUR WORKPLACES OF THOSE ARTIFICIAL BARRIERS THAT BLOCK WOMEN AND MINORITIES FROM MOVING UP THE CORPORATE LADDER.
- OBVIOUSLY, SOMETHING IS WRONG OUT THERE WHEN WOMEN AND MINORITIES ARE A MAJORITY OF THE WORKFORCE AND YET HOLD LESS THAN 5% PERCENT OF SENIOR MANAGEMENT POSITIONS IN FORTUNE 1,000 COMPANIES.
- YOUR MISSION IS TO FIND OUT WHY AND TO PROVIDE US WITH A PLAN FOR DESTROYING THE GLASS CEILING. FAIRNESS DESERVES NO LESS. JUSTICE DESERVES NO LESS. THE AMERICAN DREAM DESERVES NO LESS.
- AS YOU PROBABLY KNOW, ELIZABETH IS VERY INTERESTED IN THIS ISSUE AND COMMITTED A GREAT DEAL OF HER TIME AS SECRETARY OF LABOR TO BETTER UNDERSTANDING THE GLASS CEILING.

- SHE IS FOND OF TELLING THE STORY FROM HER LAW SCHOOL DAYS AT HARVARD WHERE -- AS ONE OF ONLY 24 WOMEN OUT OF A CLASS OF 550 STUDENTS, A MALE CLASSMATE APPROACH HER AND SAID:  
"DON'T YOU REALIZE THAT THERE ARE MEN WHO WOULD GIVE THEIR RIGHT ARM TO BE IN THIS LAW SCHOOL -- MEN WHO WOULD USE THEIR LEGAL EDUCATION?"
- WELL, FORTUNATELY, WE'VE COME A LONG WAY SINCE THAT REMARK WAS MADE IN 1969. AND IT IS THE GLASS CEILING COMMISSION'S JOB TO BRING US THAT MUCH CLOSER TO ENSURING TRUE EQUALITY OF OPPORTUNITY.



**GLASS CEILING COMMISSION**  
Department of Labor - Great Hall  
Washington, D.C.  
Friday, October 2, 1992

**AGENDA**

- 10:00 a.m. Open Meeting - Department of Labor  
Secretary Lynn Martin, Chair
- 10:02 a.m. Welcoming remarks - Secretary Martin
- 10:10 a.m. Introduction of Senator Bob Dole
- 10:15 a.m. Introduction of U.S. Representative Susan Molinari
- 10:20 a.m. Introduction of Commission Members
- 10:30 a.m. Introduction of Marshall Breger, Solicitor,  
Department of Labor
- 10:35 a.m. Introduction of Judith Sotherlund,  
Deputy Assistant Secretary of Labor,  
Employment Standards Administration
- 10:45 a.m. Introduction of Elsie Vartanian, Director,  
Women's Division, Department of Labor
- 10:55 a.m. Introduction of Sue Meisinger, Vice President  
Government Relations, Society for Human  
Resource Management
- 11:05 a.m. Secretary Martin invites questions from the  
Commissioners of the three speakers
- 11:20 a.m. Review and discussion of the legislative mandate  
for the Glass Ceiling Commission

**A. Proposed Schedule for Site Hearings:**

Wednesday, November 11	Kansas City, <b>KS</b>
Wednesday, December 9	Atlanta
Wednesday, January 13	Los Angeles
Wednesday, February 10	Dallas
Wednesday, March 10	New York

2.

**B. Report to Congress (~~due February 22, 1993~~)** would include the findings and conclusions of a study which would:

- examine the preparedness of women and minorities to advance to management and decisionmaking positions in business;
- examine the opportunities for women and minorities to advance to management and decisionmaking positions in business;
- conduct basic research into the practices, policies and manner in which management and decisionmaking positions in business are filled;
- conduct comparative research of businesses and industries in which women and minorities are promoted to management and decisionmaking positions, and businesses and industries in which women and minorities are not promoted to management and decisionmaking positions;
- compile a synthesis of available research on programs and practices that have successfully led to the advancement of women and minorities to management and decisionmaking positions in business, including training programs, rotational assignments, developmental programs, reward programs, employee benefit structures and family leave policies; and
- examine any other issues and information relating to the advancement of women and minorities to management and decisionmaking positions in business.

**C. Additional Study (as warranted by Commission)**

**D. National Award for Diversity and Excellence in American Executive Management.**

11:45 a.m. Closing Remarks - Secretary Martin

11:50 p.m. Adjournment



## Glass Ceiling Commission

### Membership

Chair	1. Secretary Lynn Martin	
Appointed by the President	2. Patricia V. Asip YES 3. J Alphonso Brown YES 4. Joanne M. Collins YES 5. Delia M. Reyes NO 6. Henry Tang YES 7. Carol Cox Wait YES	
Majority Leader-House	8. Judith B. Wierciak YES	(Gephardt)
Minority Leader-House	9. Lynn O'Shea YES	(Michel)
Majority Leader-Senate	10. Joanne D'Arcangelo YES	(Mitchell)
Minority Leader-Senate	11. Marilyn Pauly YES	(Dole)
Members of Congress Jointly by House Leaders	12. Rep. Susan Molinari (R) YES 13. Rep. Nita Lowey (D) YES	(Michel) (Gephardt)
Senators Jointly by Senate Leaders	14. Sen. John Seymour (R) YES 15. Sen. Barbara Mikulski (D) NO	(Dole) (Mitchell)
Individuals Jointly Appointed by Speaker of the House and Majority Leader of the Senate	16. Marion O. Sandler NO 17. Maria Contreras Sweet YES 18. Earl G. Graves YES 19. Jean Ledwith King YES 20. Judith Lorraine Lichtman NO 21. Beverly A. King YES	(Mitchell) (Mitchell) (Mitchell) (Foley) (Foley) (Foley)

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Fri, Oct 2

MEMORANDUM

September 22, 1992

TO: SENATOR DOLE  
FROM: JIM MCMILLAN  
RE: FIRST MEETING OF GLASS CEILING COMMISSION

The first meeting of the Glass Ceiling Commission has been scheduled for Friday, October 2, 1992.

For the kick-off ceremonies at DOL's auditorium, you have been asked to address the Commission. DOL has requested that you follow opening remarks by Secretary Martin and speak for about 10 minutes (see attached draft schedule). DOL is still trying to get President Bush involved, although his appearance is probably not likely.

YOUR SCHEDULE IS CURRENTLY FREE. DO YOU WANT TO SPEAK AT THE EVENT?

YES

NO

*5 min*



U.S. DEPARTMENT OF LABOR

OFFICE OF THE SECRETARY  
WASHINGTON, D.C.  
20210

September 22, 1992

MEMORANDUM FOR JIM McMILLAN

THROUGH: *Flan* FRAN McNAUGHT

FROM: Tish Leonard *Tish Leonard*

SUBJECT: Senator Dole's Participation in Glass Ceiling  
Commission Meeting, Friday, October 2, 1992

It is our hope that Senator Dole will make brief remarks (about 10 minutes) at the first meeting of the Glass Ceiling Commission scheduled for Friday, October 2 from 10:00 a.m. -12:00 noon in the Department of Labor's auditorium.

As the author and driving force of the glass ceiling legislation, Senator Dole's participation would clearly demonstrate the importance of the Commission's task to:

- study the barriers to advancement to management and decisionmaking positions facing women and minorities;
- make recommendations to remove these barriers; and
- recommend to the President those businesses which meet the criteria to receive the "Frances Perkins-Elizabeth Hanford Dole National Award for Diversity and Excellence in American Executive Management" Award.

Realizing the heavy demands on the Senator's schedule, we would structure the meeting as follows:

- 10:00 a.m. Introduction of Commission Members by Secretary Lynn Martin, Chair
- 10:02 a.m. Welcoming remarks - Secretary Martin
- 10:10 a.m. Secretary Martin introduces Senator Dole
- 10:20 a.m. Senator Dole concludes remarks
- 10:21 a.m. Secretary Martin thanks the Senator and announces that he has pressing legislative matters and must return to the Hill
- 10:22 a.m. Senator Dole departs auditorium

Since Congresswoman Susan Molinari serves on the Commission and was a sponsor on the House side, she would be invited to make brief remarks (about 5 minutes) immediately following the Senator's presentation.

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