

(ATLANTA -)

REMARKS

Mrs Joseph Willen

VICE PRESIDENT HUBERT HUMPHREY

NATIONAL COUNCIL OF JEWISH WOMEN

ATLANTA, GEORGIA

APRIL 13, 1967

Viola Hymes  
former Nat. President

Jack Vaughn  
Peace Corps

I concur in the theme of this convention. One

woman can make a difference.

and what a difference!  
my muriel

∠ Rachel Carson showed that.

Dr. Frances Kelsey showed that.

∠ And so have thousands of other women in every

community in this country.

∠ If one woman can make a difference, 100 thousand --

organized in this National Council ... capably led by such

outstanding women as Mrs. Willen and Mrs. Weiner ...

superbly trained for effective community action -- can make an

even bigger difference.

I'll say!

100,000

Marcus and Corp  
25th Street

and

↳ But think of the difference that 100 million

100 million

women, given the chance to realize their full capabilities and apply them to the service of our nation, could make!

~~We need everyone!~~

↳ Speaking on behalf of my fellow-men (an over-privileged minority) -- I am frank to say that we need you. We haven't done all that good a job ourselves.

America needs everyone!

Better America

↳ I share with you your commitment to action in the communities of America -- action to make this a better and a freer country.

and here are the priorities:

↳ We must rid our society of racial and religious discrimination.

↳ We must rid our nation of the poverty that persists in plenty.

↳ We must give each child the opportunity to develop his or her talents to the full.

We must make America beautiful -  
not only in its landscape, but its spirit.

↳ We must make our cities places where people can  
live and work in health and safety.

↳ These are big tasks! Whether we succeed in them  
will depend largely on the human resources -- the energy,  
the intelligence, the dedication and the vision -- that we  
can bring to bear on them. !

↳ And, there is no question what America's most  
significant under-realized human resource is. ~~It is~~  
womanpower. !

# ↳ We know the contribution American women are  
making today.

↳ They are rearing the coming generation of  
Americans, and rearing them even better than their  
mothers did. ~~But~~ they are also playing a vital and growing  
role outside the home.

More than one in three of our workers are women.

And women are giving far more than their share of volunteer service to the community -- the kind of service which has so enriched our American life.

But, despite all this, they have yet to realize their full potential as people and as citizens.

Compare this to Europe!

Only three-fifths as many women as men are college graduates, and the proportion for advanced degrees is even lower. Women comprise only six per cent of our physicians, three per cent of our lawyers, and two per cent of our Congress.

Poverty + women!

They bear much more than their share of the burden of poverty. One-fifth of all women over 15 and two-fifths of all families headed by women live in poverty.

Yet, women have as much native ability as men. What is it that stands in their way?

↳ In large part, the answer can be summed up in one three-letter word: men.

↳ And by that I mean both the attitudes of men towards women and the failure of man-made institutions to fit women's needs.

↳ Too many men still find it embarrassing -- or even annoying -- if women show intelligence or initiative. And women know it. As <sup>Marya</sup> Mannes has pungently observed:

"Women are not by nature denied the ability to think creatively and abstractly. It is rather that this ability is unpopular with women because it is unpopular with men."

But Our actions lag even behind our attitudes. We still do much too little to adapt our ways of doing things to the basic timetable of a woman's lifetime -- marriage, motherhood, the entry of her youngest into school, the traumatic day the youngest leaves home for college or for work.

The gilded cage may be out of date, but too many women are fenced in just as effectively by life.

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\* Millions are trapped in menial, low-paid, dead-end jobs.

\* Millions are locked in behind typewriters (and have known strong-minded women who deliberately refused to learn typing, lest they risk being sentenced to it for life).

\* Millions are confined to the four walls of today's servantless home -- expected after day-long domestic drudgery to sparkle for their husbands and scintillate for his guests.

\* Millions more are struggling to raise their children <sup>out</sup> with/ material and psychological support of a husband.

\* Millions both work and run their households -- doing two men's work for less than one man's pay.

In these and other ways Millions of women <sup>today</sup> are denied the opportunity to make their full contribution to the community ~~in their cost, and to the nation's as well.~~

It was to focus public attention on matters such as these that the President's Commission on the Status of Women was established in 1961. You know of the excellent work that it has done -- and that, among other things, it has inspired the creation of similar commissions in all of our 50 states.

You know, also, of the Federal Equal Pay Act of 1963. It assures women equal pay for work of equal effort, equal skill, and equal responsibility. And I am pleased to say that two-thirds of our states now have similar legislation.

You know that the Civil Rights Act prohibits discrimination in employment on the basis of sex as well as of race. Eleven of our states and the District of Columbia have enacted similar statutes.

These laws have impelled employers, both private and public, to update their policies in this regard. More and more of them are coming to realize that they themselves are the losers when they permit outworn myths with regard to women's work performance to affect their employment practices.

These are good beginnings. But there is much more that we can and should do.

We need to do more for women in their most basic role of all -- as mothers. It is a shame and a disgrace that the United States, first among nations in wealth, is only tenth in holding down infant mortality.

*Home  
make*

Yet the remedy is a simple and obvious one. It is the provision of adequate facilities for pre-natal and post-natal care, both accessible and attractive to American mothers -- and I mean all mothers, not just middle-class white mothers.

We need to help women as housewives. And I mean help them now -- not ask them to wait until the scientists can equip every household with a live-in robot.

You and other women's organizations are hard at work on this, through the National Committee on Household Employment. I heartily support your efforts to make household work a worthwhile occupation and to expand and improve the specialized services available to the housewife from outside the home.

△ We need to help women as consumers. We must assure them the information they need to get the most for their money, both in goods and in services. △ We must take steps to see to it that women in poverty do not have to pay more, whether in cash or in credit, than others do -- that discrimination against the poor does not follow them into the marketplace.

↳ We need more and better day-care centers for children. We are falling shamefully short here, as compared with such free world nations as Israel, Britain, and the Scandinavian countries.

↳ As it is, hundreds of thousands of children -- the so-called "latch-key" children -- are left to roam the streets while their mothers are at work. ↳ And it is impossible to estimate how many women have been forced onto welfare, rather than to go out to work and leave their children inadequately cared for -- or not cared for at all.

↳ Women who head their families suffer most from the lack of day-care centers. ↳ But women with working husbands do as well. For the money they could earn may often be the family's surest passport out of poverty.

↳ Yes, we need to ease the hard necessities under which women in poverty ~~labor~~ <sup>work</sup> -- as you yourselves are seeking to do in your education-for-action program, "Women on the Move."

↳ But we also need to enlarge freedom of choice and of action for all women.

↳ We are constantly re-tooling our factories and re-organizing business and government to keep up with the times. ↳ We should be just as capable of re-arranging our ways of doing things to accommodate the new pattern of women's lives.

↳ Women are marrying earlier and having children earlier! By the time the youngest has trotted off to school, the average woman has 30 to 35 years of active life ahead of her. We should make it much more possible for her to use these years to the fullest, whether in paid work or in volunteer service to the community.

↳ We should greatly enlarge the opportunities for part-time employment, both in private enterprise and in government. For example, professional women (scientists and editors) are working a nine to one schedule at the Atomic Energy Commission, to its satisfaction -- and theirs.

As they graduate from motherhood to serious paid or volunteer work, many women feel the need for acquiring new knowledge and skills, or updating what they learned at college. Some wide-awake universities, I am glad to say, have already established programs specifically designed for this purpose.

I go further. I think we should give very serious consideration to offering such women a free year of "re-entry" education, to equip them to embark with confidence upon this new and significant chapter of their lives.

Needless to say, public and private employers alike should make it easier for women to re-enter full-time work, particularly when their children are no longer at home.

Professional women's societies can also render an important service here -- by calling upon their members to help "re-entrant" women to find their way back into professional life on an "each one sponsor one" basis.

I think also that we need to correct a distressing astigmatism which afflicts many Americans.

Too many of us regard salary as the only real measure of status. Too often unpaid work is unvalued work. We even talk of "working for love" as if it were something less than working for money -- rather than a good deal more.

Women as workers suffer from this attitude because they are generally low-paid. Women as housewives suffer from it even more because they are not paid at all. So do women as volunteer workers in their communities.

One remedy for this would be a drastic one -- to pay women adequately for all the work they perform for too little pay or for none at all.

That would be a sobering prospect for men, and particularly for husbands.

Another way is to get our sense of values right -- and to make the service rendered rather than the salary received the real measure of a man's or woman's status.

I think we are beginning to do this. In recruiting for the Peace Corps, we are stressing how little volunteers are paid, not how much. And the same is true for VISTA and the International Executive Service Corps.

I must make one essential qualification here.

∠ Volunteerism today cannot be mere amateurism, however well-meaning. ~~The day of the Lord or Lady Bountiful is long past.~~ It is herself, not merely her money, that today's volunteer must give -- and it follows, therefore, that she must have something within herself to give.

∠ Knowledge and training are absolutely essential -- the kind, for example, that your Council equips its volunteer workers with. ~~(Indeed, it is so thorough that I consider it virtually the equivalent of a degree in public administration.)~~

For today's volunteers are confronting the real, hard-core human problems of contemporary society. In some fields, such as family planning and your own Senior Service Corps, they have been breaking ground where government could not yet move. In others, they are giving ongoing government programs -- necessarily somewhat impersonal -- their absolutely essential human dimension.

I think particularly of the work that you <sup>and</sup> other major women's organizations have been carrying on in WICS (Women in Community Service). What you have been doing <sup>forward</sup> with deprived girls goes beyond any job description that a civil service official could write.

↳ The problems that the Great Society programs are addressed to are largely people problems -- and they cannot be solved without the voluntary work of people - warm-hearted <sup>yet</sup> and hard-headed people like yourselves. ↳ Without your essential contribution, no amount of federal funds -- or federal officials -- could do the job.

↳ In fact, volunteer work has become so essential to our nation -- and so much a part of people's lives -- that it deserves the career recognition that paid employment receives. I'd like to see the federal government set a good example <sup>for</sup> other employers in this respect. I'd like to see the qualifications for civil service employment so modified that appropriate credit is given for participation in community service.

↳ I'd like to see greater public recognition for superior volunteer service, as well. ↳ When I was in Great Britain last week I was reminded that they are far ahead of us in this regard.

Each year they issue "honors lists" which give public recognition to men and women who have given outstanding service to their fellow-citizens.

I think there is place and purpose for such awards in the United States -- for President's awards for outstanding voluntary service, as well as Governor's awards in our 50 states. Such awards would give credit where great credit is due. They would dramatize the vital role that voluntary service has played in our national life -- and the even greater role it can play in the future. And I intend to propose that such awards be made. ||

\* \* \*

Yes, women can make a great difference -- and I should like to remind you in closing that they can make a great difference in our political life as well.

↳ We cannot carry out the great programs we have set in motion -- ensuring equal rights to all Americans, eliminating poverty, improving our schools, re-building our cities -- unless we have men and women in public office who believe in them, work for them, and vote for them.

↳ And we cannot have them unless we nominate them and elect them.

↳ I therefore urge you -- and urge all American women -- to make full use of the franchise your feminist forebears struggled so long and hard to win. ↳ I urge you to work as effectively in the party of your choice as you have in community service, and to work for the kind of people who, by their voice and their vote, will help to build the better America we all seek.

And, if more of them turn out to be women, so much the better.

# # #

National Council of Jewish Women  
Atlanta, Ga., April 13, 1967

Williams Draft

OK  
reading  
copy

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~~Ladies of the National Council of Jewish Women, I heartily~~  
concur in the theme of this Convention.

One woman can make a difference. Rachel Carson showed that.

Dr. Frances Kelsey showed that. And so have thousands of other  
women, in every community in this country.

If one woman can make a difference, 100 thousand -- organized  
in this National Council, capably led by such outstanding women as  
Mrs. Willen and Mrs. Weiner, superbly trained for effective community  
action -- can make an even bigger difference.

~~But <sup>Bent</sup> this is only a foretaste of things to come. Think of~~  
the difference that 100 million women, given the chance to realize  
their full capabilities and apply them to the service of our nation,  
could make!

Speaking on behalf of my fellow-men -- an over-privileged minority --  
I am frank to say that we need you. We haven't done all that good a job  
ourselves!

~~As mothers, you know that little children have little problems -~~  
and big children big problems.

~~It's the same with nations. The United States is a big country,~~  
*I share with you [unclear] commitment to action in the*  
with king-sized problems. *Communities of America - action to*  
*make this a better and a freer country.*

We must rid our society of racial and religious discrimination.

*rid*  
We must ~~purge~~ our nation of the poverty that persists in plenty. We

must give each child the opportunity to develop his *or her* talents to

to the full. We must make our cities places where people can live and  
*work opportunity*  
~~walk in~~ comfort and safety.

*These* ~~jobs to be done.~~  
~~These~~ are big problems, but they are even bigger opportunities.  
*tasks.*

~~Whether we *succeed in* ~~shirk~~ them or ~~seize~~ them will depend ~~largely~~ largely upon the~~  
human resources - the energy, the intelligence, the dedication and the  
vision - that we can bring to bear on them.

~~And we cannot therefore afford to forget that America's~~  
~~major under-utilized power for good is its womanpower!~~

And there is no question what America's most significant  
under-realized human resource is *its* womanpower.

~~Already women are making a mighty contribution.~~

*(We know the contribution American are making today.*

They are rearing the coming generation of Americans, and rearing

them even better than their mothers did. But they are also playing a vital and growing role outside the home.

More than one in three of our workers are women. And women are

giving far more than their share of volunteer service to the community—the kind of service which has so enriched our American life.

But, despite all this, they have yet to realize their full potential as people and as citizens.

Only three-fifths as many women as men are college graduates, and the proportion for advanced degrees is even lower. Women

comprise only 6% of our physicians, 3% of our lawyers, and 1% of our Congress.

~~At the same time, they have to~~ bear much more than their share of the burden of poverty. One-fifth of all women over 16 and two-fifths of all families headed by women live in poverty.

Yet women have as much native ability as men. *(What is it, then, that stands in their way?)*

In large part, the answer can be summed up in one three-letter word: men. / And by that I mean both the attitudes of men towards women and the failure of man-made <sup>institutions to fit</sup> ~~ways of doing things to meet~~ women's needs.

Too many men still find it embarrassing - or even annoying - if women show intelligence or initiative. And <sup>women</sup> ~~they~~ know it. As Marya

Mannes has pungently observed:

"Women are not by nature denied the ability to think creatively and abstractly. It is rather that this ability is unpopular with women because it is unpopular with men."

Our actions lag even behind our attitudes. We still do much too little to adapt our ways of doing things to the basic timetable of a woman's lifetime - marriage, motherhood, the entry of her youngest into school, the traumatic day the youngest leaves come for college or for work.

The gilded cage may be out of date, but too many women are fenced in just as effectively by life. ~~trapped just as effectively by life. in present-day life.~~

\* Millions are <sup>trapped</sup> ~~stuck~~ in menial, low-paid, dead-end jobs.

\* Millions are locked in behind typewriters (and I have known strong-minded women who deliberately refused to learn typing, lest they risk being sentenced to it for life).

\* Millions are confined to the four walls of today's servantless home - expected after daylong domestic drudgery to sparkle for their husbands and scintillate for his guests.

\* Millions more are struggling to raise their children without material and psychological support of a husband.

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These laws have impelled employers, both private and public, in this regard, to update their policies ~~and practices~~. More and more of them are coming to realize that they themselves are the losers when they permit outworn myths with regard to women's ~~abilities~~ <sup>and</sup> work performance to affect their employment practices.

These are good beginnings. But there is much more that we can and should do.

We need to do more for women in their most basic role of all - as mothers. It is a shame and a disgrace that the United States, first among nations in wealth, is only tenth in holding down infant mortality.

Yet the remedy is a simple and obvious one. It is the provision of adequate facilities for pre-natal and post-natal care, both accessible and attractive to American mothers - and I mean all mothers, not just middle-class white mothers.

We need to help women as housewives. And I mean help them now - not ask them to wait until the scientists can equip every household with a live-in robot!

You and other women's organizations are hard at work on this, through the National Committee on Household Employment. I heartily support your efforts to make household work a worthwhile occupation and to ~~make~~ <sup>the specialized</sup> ~~expanded~~ and improved services available to the housewife from outside the home.

We need to help women as consumers. We must <sup>assure them</sup> see to it ~~that~~ <sup>^</sup> ~~that~~ <sup>they need</sup> ~~they have~~ the information to get the most for their money, both in goods and in services. We must take steps to see to it that women in poverty do not have to pay more, <sup>whether</sup> both in cash <sup>or</sup> and in credit, than others do - that, ~~to use your words,~~ discrimination against the poor does not follow them into the marketplace.

We need more and better day-care centers for children. We are falling shamefully short here, as compared with such free world nations, as Israel, Britain, and the Scandinavian countries.

As it is, hundreds of thousands of children - the so-called "latch-key" children - are left to roam the streets while their mothers are at work. And it is impossible to estimate how many women have been forced ~~to~~ <sup>to</sup> onto welfare, ~~or relief~~ <sup>^</sup> rather than ~~to~~ <sup>^</sup> go out to work and leave their children inadequately cared for - or not cared for at all.

Women who head their families suffer most from the lack of day-care centers. But women with working husbands do as well. For the money they <sup>may</sup> ~~can~~ earn <sup>^</sup> often be the family's surest passport out of poverty.

Yes, we need to ease the hard necessities under which women in poverty labor - as you yourselves are seeking to ~~to do~~ do in your education-for-action program, "Women on the Move."

But we also need to enlarge ~~the~~ freedom of choice and of action for all women.

We are constantly re-tooling our factories and re-organizing business and government to keep up with the times. We should be just as capable of re-arranging our ways of doing things to accommodate the ~~new time-tables and year-tables~~ <sup>patterns</sup> of women's lives.

Women are marrying earlier ~~and~~ and having children earlier. By the time the youngest has trotted off to school, the average woman has 30 to 35 years of active life ahead of her. We should make it much more possible for her to use these years to the fullest, whether in <sup>paid</sup> work or in volunteer service to the community.

We should greatly enlarge the opportunities for part-time employment, both in private enterprise and in government. For example, ~~the~~ professional women ( scientists and editors ) are working a nine to one schedule at the Atomic Energy Commission, to its satisfaction and theirs.

As they graduate from motherhood to serious paid or volunteer work, many women feel the need <sup>for</sup> of acquiring new knowledge and skills, or updating what they learned at college. Some wide-awake universities, I am glad to say, have already established programs ~~specifically~~ specifically designed ~~to meet this need~~ for this purpose.

I go further. I think we should give very serious consideration to offering such women a free year of "re-entry" education, to equip them to embark with confidence upon this new and significant chapter of their lives.

Needless to say, public and private employers alike should make it easier for women to re-enter full-time work, particularly when their children are no longer at home.

<sup>Women's</sup> Professional societies can also render an important service here - by calling upon their members to help <sup>"re-entrant"</sup> such ~~many~~ women to find their way back into professional life on an "each one sponsor one" basis.

I think also that we need to correct <sup>a distressing</sup> a kind of ~~astigmatism~~ <sup>astigmatism</sup> ~~in the outlook of too many Americans.~~ <sup>from with</sup> which afflicts many Americans.

Too many of us <sup>regard</sup> think that salary <sup>real</sup> is the only measure of status. <sup>is unvalued work,</sup> Too often unpaid work <sup>is</sup> ~~is~~ grossly under-valued in our society. We even talk <sup>something</sup> of "working for love" as if it were less than working for money - rather than more. <sup>a good deal</sup>

Women as workers suffer from this attitude because they are generally low-paid. Women as housewives suffer from it even more because they are not paid at all. So do women as volunteer workers in their communities.

One remedy for this would be a drastic one - to pay women adequately for all the work they perform for too little pay or for none at all.

That would be a sobering prospect for men, and particularly for husbands. It would really make them sit up and take notice.

Another way is to get our sense of values right - and to make the service rendered rather than the salary received the real measure of a man's or woman's status.

I think we are beginning to <sup>do</sup> ~~do~~ this. In recruiting for the Peace Corps, we are stressing how little ~~we~~ volunteers ~~can~~ are paid, ~~not~~ <sup>are paid,</sup> ~~expect~~ not how much. And the same is true for VISTA and the International Executive Service Corps.

I must make <sup>essential</sup> ~~one~~ <sup>an</sup> qualification here. Volunteerism today cannot be mere amateurism, however well-meaning. The day of the

Lord or Lady Bountiful is long past. It is herself, not merely her money, that ~~does~~/ today's volunteer must give - and it follows therefore that she must have something <sup>within</sup> ~~in~~ herself to give.

<sup>are absolutely</sup> Knowledge and training <sup>is</sup> essential - the kind, for example, that your Council equips its volunteer workers with. (Indeed, it is so ~~thorough~~ that I consider it virtually the equivalent of a degree in public administration.)

For today's volunteers are confronting the real, hard-core human problems of contemporary society. In some fields, such as family planning and your own Senior Service Corps, they have been <sup>breaking ground where</sup> ~~blazing the trails before~~ government <sup>could not yet</sup> ~~has been in position~~ <sup>to</sup> move.

In others, they are giving ongoing government programs - necessarily somewhat impersonal - their absolutely essential human dimension.

I think particularly of the work that you other major <sup>carrying on</sup> women's organizations have been ~~doing~~ in WICS (Women in Community <sup>^</sup>)

Service). What you have been doing <sup>with</sup> ~~with~~ deprived girls goes beyond any

job description that a civil service official could write. With ~~tact~~ <sup>utter tact</sup>, and

utterly

~~and~~ without <sup>on a "woman to girl"</sup> prudery, you have dealt with problems running the whole

gamut from <sup>unfamiliarity with</sup> ~~how to~~ flush toilets to such major feminine crises as

~~unexpected~~ pregnancy <sup>^</sup> and ~~all on a "woman to girl" basis.~~

The problems that the Great Society programs are ~~coping with~~ <sup>addressed to</sup>

are largely people problems - and they cannot be solved without the voluntary

work of warm-hearted and hard-headed people like yourselves. Without

your essential contribution, no amount of Federal funds - or Federal officials - could do the job.

In fact, volunteer work has become so essential to our nation -

and so much a part of people's lives - that it deserves <sup>the</sup> career recognition <sup>that</sup> <sup>receives.</sup>

~~just as~~ paid employment <sup>^</sup> ~~des.~~ I'd like to see the Federal Government set a good example to other employers in this respect. I'd like to see

the qualifications for civil service employment <sup>so modified</sup> ~~modified~~ that appropriate

credit is given for participation in community service.

I'd like ~~to~~ <sup>to</sup> see greater public recognition for superior volunteer

service, as well. When I was in <sup>Great Britain</sup> England last week. I was reminded that <sup>they are</sup>

<sup>years</sup> ~~they are well ahead~~ far ahead of us in this regard. Each year they issue "honors

lists" <sup>which give</sup> ~~giving~~ public recognition to men and women who have given <sup>outstanding</sup> ~~notable~~ service to their fellow-citizens.

I think there is place and purpose for such awards in the the United States - <sup>for</sup> ~~the~~ President's awards for outstanding voluntary service, as well as Governor's awards in our fifty states. Such awards would give credit where great credit is due. They would dramatize the vital role that voluntary service has played in our national life - and the even greater role it can play in the future. And I ~~intend~~ to propose that such awards be made.

\* \* \*

Yes, women can make a great difference - and I should like to remind you in closing that they can make a great difference in our political life as well.

We cannot carry out the great programs we have set in motion - ensuring equal rights to all Americans, eliminating poverty, improving our schools, re-building our cities - unless we have men and women in public office ~~in Congress and in other public bodies~~ who believe in them, work for them, and vote for them.

And we cannot have <sup>them</sup> ~~such men and women in public office~~ unless  
^

we nominate them and elect them.

I therefore urge you - and urge all American women - to make full use of the franchise your feminist forebears struggled so ~~long~~/ long and ~~so~~ hard to win. I urge you to work <sup>as</sup> ~~hard~~ effectively in the party of your choice as you have in community service, and to work for the kind of people who, by their voice and their vote, will help to build the better America we all seek.

And, if more of them turn out to be women, so much the better!

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