

**The
National
Women's
Political
Caucus Says:**

**WE CAN END
THE WASTE
OF WOMEN'S
TALENT**

The Press Says:

'Old-Girl Network' Helps Women Gain High Posts

In and around the time-honored "old boy network," which has tended to elude or exclude them, the "girls" are weaving their own web of first-name acquaintanceships, grounded in the established principle that, especially in Washington, "it's not what you know; it's whom you know."

With more and more women climbing onto the upper rungs of power in government and industry, their own infant "old girl network" is hitting its stride, according to some of the "old girls" themselves.

The network's members are increasing in positions to help each other out—in filling jobs, in day-to-day problem-solving, and most important, they say, in influencing policy....

"What's happening is that women are getting their own groups within each of the larger groups," according to Patricia Goldman, who chairs the Republican task force of the National Women's Political Caucus. "The military, organized labor, the whole downtown business scene, the stock brokerage and banking community, the various segments of government—they each have their own separate pecking order. And now the women's groups within them are interlinking."...

The Caucus is trading favors with a number of other groups. For instance, it is arranging a get-together for a group of female bank executives from New York City next week with speakers such as Labor Secretary Ray Marshall and other high-ranking officials, Goldman said.

"The Caucus is providing introductions to people at top levels of government so that these women can go back and say to their corporate heads, in effect, "'Well, I was talking to Ray Marshall the other day. . .,'" she said. In turn, that group can provide the Caucus with "contacts and 'grease' for some projects we were developing."

The Caucus is also working actively to set up similar meetings for a recently formed group of women lobbyists called Women in Government Relations. The lobbyists get the government contacts the Caucus can provide, while the Caucus can use the lobbyists' connections to find good job openings and to get "seed money" for Caucus projects from the corporations the lobbyists represent, according to members of the two organizations....

Goldman, noting that the president is required by statute to give a certain number of commission appointments to Republicans, said that those

spots have tended to go to women. "People in White House personnel, mostly women, turned for suggestions to the only group they knew that was familiar with, and working with, Republicans (the Caucus), plus most of the pressure was coming from women. It's a bridge between the parties."...

The Capitol Hill Chapter of the Caucus (with 400 members the fourth largest chapter in the country), has been fighting discrimination against women in hiring, promotions and pay levels on the Hill.

"Since we realize a lot of the discrimination is unintentional, and since there is such an informal job placement procedure here traditionally, through the 'old boy network,' we realize an 'old girl network' is one of the ways to improve things," says chairwoman Olga Grkavac. "Since the Capitol Hill employment office doesn't have an affirmative action program, we try to provide that service—informally."...

Margaret McKenna, deputy counsel to President Carter, is contacting old friends and women's groups to "get the word out" that she is looking for qualified women to fill some of the more than 140 federal judgeships which Congress may soon create....

Women in high places are more willing and able, now, to help other women up the ladder, instead of just protecting their own turf, she said. "There are strong people here now, people who are here not because they are women, but who would have been here 10 years ago but for the fact that they are women."...

A number of the women cautioned against overdrawing the benefits of the network at this point.

By White House accounting, the Carter administration has put women into 155 of the 858 presidential appointee positions—or about 18 percent.

"It's true things have improved, but the numbers are still itchy-bitsy," declared retired Air Force General Jeanne Holm, who helped set up one Republican branch of the old girl network a few years ago while a special White House assistant.

"Why, I have one whole file just on women who would be qualified for nomination to the Supreme Court, names I collected from women judges."

THE WASHINGTON POST
Kathy Sawyer

Women in Government Say:

Eleanor Holmes Norton

Chair, Equal Employment Opportunity Commission

“It is inconceivable that the women’s movement would be taken as seriously as it is without the National Women’s Political Caucus. The women’s movement counts in Washington, and the NWPC deserves much of the credit. Caucus concerns are felt in the Congress and in the White House where decisions are made. My first year at EEOC was enhanced because of Caucus activity on behalf of women’s issues, in lobbying for the successful passage of the civil rights reorganization, and in support of the reform and reorganization of EEOC.”



Millicent Fenwick

Member of Congress,
Republican—New Jersey

“I commend the NWPC for its vigorous leadership in the drive for ratification of the Equal Rights Amendment. We cannot continue to deny American women the full rights and responsibilities of citizenship.”



Margaret McKenna

Deputy Counsel to the President

“I have come to regard the Caucus as a valuable resource in bringing the most talented people into the Administration. Their network has provided us with dozens of impressive candidates for appointive positions.”



Sue Wagner

Member of the State Legislature,
Republican—Nevada

“As a state legislator, I know what NWPC has done to encourage women’s participation in the political process. That is why I helped establish a Caucus chapter in Nevada. In our legislative effort to ratify the ERA in Nevada, I’ve seen the Caucus demonstrate political skill and knowledge as effective lobbyists.”



Barbara Mikulski

Member of Congress,
Democrat—Maryland

“The National Women’s Political Caucus gave me fund-raising assistance, advice on strategy, issue papers, access to a national network of other politically sophisticated women, and most importantly, emotional support at a critical time in my campaign.”



**"The Political Arm
of the Women's
Movement . . ."**

**The Caucus is as
strong as its
membership . . .**

The National Women's Political Caucus has one overriding purpose: to give women the political clout that they deserve. We do this in many ways . . .

- by encouraging qualified women to run for elective office.
- by lobbying for the appointment of women to policy-making positions in government.
- by pressing the major parties to give equal representation to women in party offices and committees.
- by working for ratification of the Equal Rights Amendment.

When you join the National Women's Political Caucus, you put yourself and your financial support behind the most important effort to give political power to America's female majority. As an Associate Member of the Caucus, you become part of an effort to change the pattern of male-dominated government that has made the struggle for equal rights an uphill battle. Our progress over the past seven years proves that we can succeed. We can succeed sooner if you will join us.

**Join
the Caucus today!**



Delegates from 39 State Caucuses gather at the Biennial Convention of the National Women's Political Caucus to set directions and policies for the coming years.

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National Women's Political Caucus

1411 K Street NW, #1110

Washington, D.C. 20005

202/347-4456