

Briefing
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20 July 1978

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MEMORANDUM FOR THE RECORD

SUBJECT: Director's Meeting with Members of the Congressional Women's Caucus on Thursday, 20 July 1978

1. On Thursday, 20 July 1978, Director Stansfield Turner met with eleven Members of the Congressional Women's Caucus for an informal discussion on the role of women in the CIA. The meeting was held in H-235, The Capitol, and lasted from 3:00 p.m. to 4:00 p.m. The discussion centered mainly on unclassified information.

2. Present from the Women's Caucus were:

Representative Elizabeth Holtzman (D., N. Y.)
Representative Margaret Heckler (R., Mass.)
Representative Lindy Boggs (D., La.)
Representative Shirley Chisholm (D., N.Y.)
Representative Barbara Mikulski (D., Md.)
Representative Mary Rose Oakar (D., Ohio)
Representative Patricia Schroeder (D., Colo.)
Representative Gladys Noon Spellman (D., Md.)
Representative Millicent Fenwick (R., N. J.) - late
Representative Shirley Pettis (R., Calif.)
Representative Yvonne Burke (D., Calif.)

Ms. Betty Dooley, Executive Director
Ms. Susan Scanlan, Staff Assistant
and Four Summer Interns

3. Accompanying the Director were:

Bernie McMahon, Executive Assistant to the DCI
[redacted] DD/EEO and Federal Women's
Program Manager

[redacted] Congressional Support Officer

4. Co-Chairwomen Heckler and Holtzman greeted the Director on behalf of the Women's Caucus and commented how pleased they were that someone of the Admiral's rank had willingly volunteered to meet with the group and he was the first one of such rank to do so.

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5. The Director prefaced his remarks by stating he would be discussing the role of women in the context of his responsibilities as Director of CIA and not as Director of the Intelligence Community where he did not have a responsibility for personnel regulations and programs. The Director then went on to describe the three main areas of intelligence collection by the Agency, how we collect intelligence, and the way women are involved in these areas. He described some of the difficulties encountered in utilizing women as case officers in the clandestine area because of cultural restrictions on women in some areas of the world, e.g., the Middle East. He noted, however, a recent incident involving a woman case officer, a competent and bright woman who was doing an excellent job and through no apparent fault of her own, was caught spying for us. The Director ended his remarks by asking for questions from the Members. The women asked a number of questions that the Director was able to respond to and allowed that we may not be as good as we could or should be, but the Agency is making every effort to enhance the status of women in the Agency. Some observations and comments by various Members are cited below:

- - Several comments were made about our recruitment practices and whether all our recruiters were men, how many are women, do we use female recruiters to recruit women and what special efforts are directed towards recruiting women.
- - Ms. Holtzman said she felt recruitment might be an area where more progress could be made. She also referred to Stockwell's book and said she read a paragraph there where the author mentioned that in his particular area women were not given good jobs and their talents misused.
- - Ms. Mikulski commented that she could understand the Director's reasons for the small number of female case officers in the DDO, but felt strongly that progress could be made in recruiting more women for the technical and analytical side of the Agency. She questioned whether we are looking in the right places. She noted percentage figures supplied to the Caucus by the Library of Congress and commented how very few women were in the GS-13 category whereas there was a very large percentage of women in the GS 1-6 category. (See Attachment.)
- - Ms. Fenwick questioned whether men and women of the Agency's maintenance force are paid on the same scale.

- - Ms. Chisholm said she felt the Agency was losing out by not contacting women's colleges, especially female faculty members of Science Departments and that we should delegate someone with the specific responsibility to recruit this untapped resource for employment.
- - Ms. Spellman wanted to know why we don't seem to use capable women already on board instead of going outside and why we don't seem to pay women on a comparable scale with men for the same jobs.
- - Ms. Schroeder described an unhappy circumstance when she was interviewed for employment with the Agency back in the Sixties. She could fly an airplane, speak the Mandarin dialect of Chinese, and a college graduate, but was only asked "Can you type?". She could elicit no responses from the interviewer on where she might work in the Agency, what she might do, and what kind of work was open to her.
- - Ms. Burke asked what percentage of our employees on duty had transferred from the military. She also asked the salary of a GS-18 and how it compared with the salaries of Members of Congress.

6. The queries posed by the Members of the Caucus were satisfactorily answered except for the last item from Congresswoman Burke, and we are following-up with her office.

7. The women ended on a very friendly note and again the Director was thanked for being the first Administration member of his rank to appear before the Women's Caucus. They expressed a desire that the Director would return in a year and give the women an up-date.

8. Not pertinent to the discussion on women in the Agency, but of note:

- - Congresswoman Heckler mentioned to the Director a briefing she had received on Portugal which she felt was not at all worthwhile. She said she learned more about what was going on in Portugal from an "underground" Boston newspaper, "The Phoenix," than she got from her briefing by CIA. She repeated this again after the Director left the meeting.
- - After a break for answering a roll-call, Congresswoman Fenwick discussed with the Director an article in Le Monde, a leading French liberal newspaper,

describing a situation involving Cubans in Kolwezi, Zaire. She said she sent the article along to Senator McGovern, Representative Solarz and Frank Moore, White House Congressional Liaison Office. The Director said he also would like to have a copy of the article which she promised to send along to him.

- - Congresswoman Mikulski took my name and telephone number, saying she was glad to have a contact at the Agency to determine what unclassified material CIA might have available that would be helpful to her. I offered that we would be glad to send her a list of our unclassified publications, maps, and also provide briefings by analysts on subjects of interest to her.



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Attachment:
As Stated

Distribution:

Original - OLC Subject w/att. 1-DCI
1 - OP(Janey) w/att. 1-DDCI
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Congressional Research Service

Washington, D.C. 20540

Attachment A

DISTRIBUTION LIMITED

July 12, 1978

TO: Congresswomen's Caucus
 Attn: Betty Dooley

FROM: Karen Keesling, Analyst
 Government Division

SUBJECT: Employment of Women at the Central Intelligence Agency

The following material was prepared in response to your request for information on the employment of women at the Central Intelligence Agency.

Employment statistics for the CIA are not contained in any report prepared by the Civil Service Commission on Federal employment of women and minorities. The CIA is not at liberty to give us the total number of employees nor the employment of women by grade. We have been able to obtain a percentage by grade groupings as follows:

GS 1-6	78.35 percent of employees in these grades are women;
GS 7-12	36.02 percent of employees in these grades are women;
GS 13 and above	6.58 percent of employees in these grades are women.

If I can be of further assistance with regard to this request, please don't hesitate to contact me at 426-5827.

not good.
KK/ln