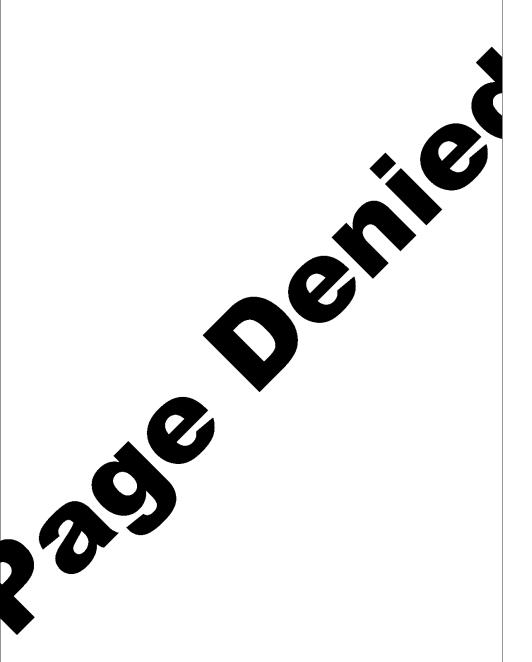
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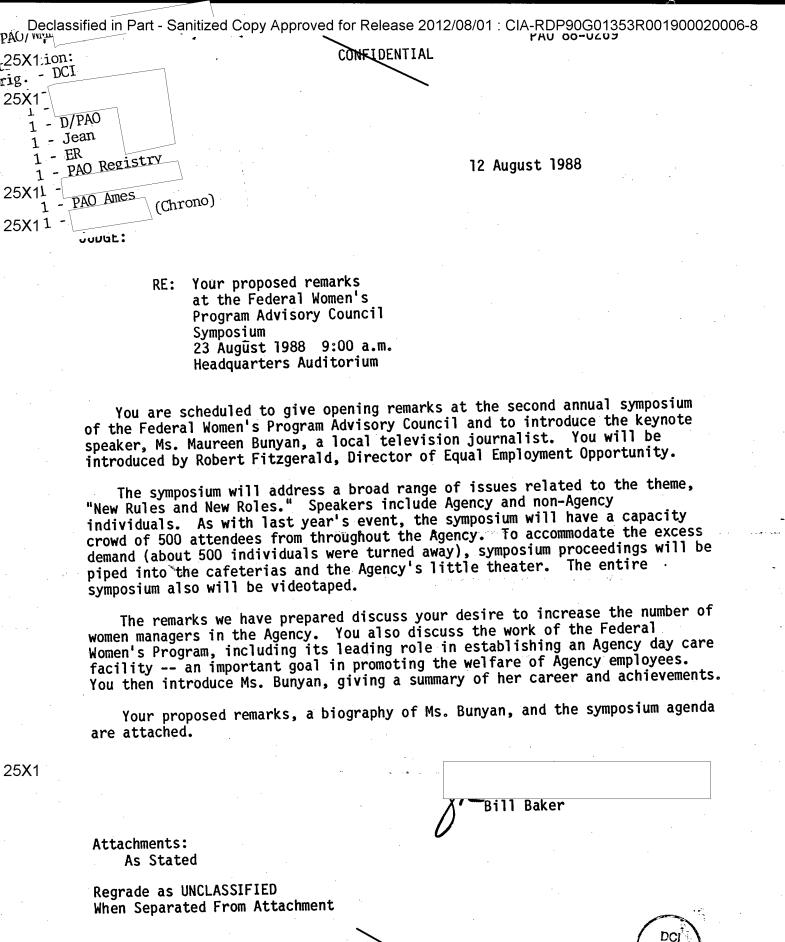
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SUBJECT: (Optional) Proposed Rema Symposium,	rks at th 23 August	ne Feder t 1988	ral Wome - 9:00 a	n's Program Advisory Council
FROM: William M. Baker Director, Public Affai			EXTENSION	PAO 88-0269
				12 August 1988
TO: (Officer designation, room number, and building)	DA	FORWARDED	OFFICER'S INITIALS	COMMENTS (Number each comment to show from whom to whom. Draw a line across column after each comment.)
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CONFIDENTIAL

EXEC

PROPOSED REMARKS

BY

WILLIAM H. WEBSTER

DIRECTOR OF CENTRAL INTELLIGENCE

AT THE

FEDERAL WOMEN'S PROGRAM ADVISORY COUNCIL

SECOND ANNUAL SYMPOSIUM

AUGUST 23, 1988

GOOD MORNING. I AM DELIGHTED THAT YOU ASKED ME TO PARTICIPATE
IN THIS SYMPOSIUM, AND I AM PLEASED TO SEE SUCH ENTHUSIASTIC
ATTENDANCE.

IT IS IMPORTANT TO ME THAT THE CENTRAL INTELLIGENCE AGENCY
PROVIDE OPPORTUNITIES TO <u>ALL</u> EMPLOYEES FOR GROWTH, ACHIEVEMENT, AND
ADVANCEMENT, AND I WILL DO WHAT I CAN TO INCREASE THE OPPORTUNITIES
FOR WOMEN AT THE CIA.

WHEN I WAS DIRECTOR OF THE FBI, MY CHIEF TASK IN PROMOTING

OPPORTUNITIES FOR WOMEN WAS TO RECRUIT MORE WOMEN AGENTS. IN 1978,

WHEN I TOOK OFFICE AS DIRECTOR. THE BUREAU HAD 94 WOMEN AGENTS.

WHEN I LEFT OFFICE IN 1987, THERE WERE ALMOST 800 WOMEN AGENTS.

THE CENTRAL INTELLIGENCE AGENCY IS ALREADY ATTRACTING AND HIRING WOMEN WITH HIGH-QUALITY CREDENTIALS. OUR CHALLENGE IS TO PROVIDE OPPORTUNITY AND ENCOURAGEMENT FOR THE WOMEN WHO WORK HERE NOW. SO THAT THEY CAN ADVANCE IN THE AGENCY. ONE OF MY PRIORITIES IS TO

INCREASE THE NUMBER OF WOMEN IN THE MIDDLE AND UPPER LEVELS OF MANAGEMENT IN THE CIA. AND I WILL CONTINUE WORKING TO SEE THIS HAPPEN.

WE HAVE MUCH TO GAIN -- IN GOVERNMENT AND IN INDUSTRY -- FROM A GREATER PRESENCE OF WOMEN IN THE RANKS OF MANAGEMENT. I RECENTLY SPOKE TO THE 1988 CLASS OF THE KELLOGG GRADUATE SCHOOL OF MANAGEMENT AT NORTHWESTERN UNIVERSITY. IT WAS A SPECIAL OCCASION FOR ME, SINCE A FAMILY FRIEND WAS IN THAT GRADUATING CLASS. YOU WILL NOT BE SURPRISED WHEN I TELL YOU THAT, OF THE 70 MEMBERS IN THE CLASS -- A CLASS THAT INCLUDED CORPORATE PRESIDENTS AND VICE PRESIDENTS -- SHE WAS THE TOP STUDENT.

WOMEN AT THE CIA HAVE BEEN ENCOURAGED IN THEIR CAREER

DEVELOPMENT BY THE FEDERAL WOMEN'S PROGRAM -- A VALUABLE SOURCE FOR

INFORMATION AND TRAINING. I ESPECIALLY APPRECIATE THE PROGRAM'S

ROLE IN BRINGING PERTINENT ISSUES TO THE ATTENTION OF SENIOR AGENCY

MANAGEMENT -- ISSUES SUCH AS COMPARABLE PAY, PART TIME JOBS AND

JOB-SHARING, AND FIELD ASSSIGNMENTS OF AGENCY COUPLES.

THE FEDERAL WOMEN'S PROGRAM ALSO HAS TAKEN THE LEAD IN THE AGENCY'S EFFORTS TO BUILD A DAY CARE CENTER. CONSTRUCTION OF THE HARRY FITZWATER CHILDREN'S CENTER WILL BEGIN THIS FALL, AND WE HOPE TO OPEN THE CENTER BY FALL OF 1989.

RECOGNIZING THAT DAY CARE IS REALLY A FAMILY ISSUE AND ONE THAT CONCERNS BOTH WOMEN AND MEN, I HAVE APPOINTED A SEPARATE PROGRAM COORDINATOR FOR DAY CARE.

DIRECTOR OF THE FEDERAL WOMEN'S PROGRAM, HAS DONE MUCH TO ESTABLISH OUR DAY CARE PROGRAM.

SHE WILL BECOME THE AGENCY'S FIRST DAY CARE COORDINATOR AND WILL WORK TO ENSURE THE SUCCESS OF THE HEADQUARTERS CENTER, AS WELL AS INVESTIGATE WAYS OF PROVIDING DAY CARE SERVICES AT OUTLYING AGENCY FACILITIES.

PROVIDING DAY CARE IS IMPORTANT IN PROMOTING THE WELFARE OF
AGENCY EMPLOYEES. I AM VERY PLEASED THAT WE ARE MAKING PROGRESS IN
THIS AREA.

THERE ARE, OF COURSE, A NUMBER OF ISSUES THAT AFFECT THE WELFARE
OF AGENCY EMPLOYEES AND THEIR PROFESSIONAL SATISFACTION AND

25X1

ADVANCEMENT. WE WILL BE CONSIDERING SOME OF THEM TODAY, HEARING FROM INDIVIDUALS WITHIN CIA AS WELL AS GUEST SPEAKERS WHO CAN OFFER INSIGHTS AND THE BENEFIT OF EXPERIENCE.

IT IS MY PLEASURE TO INTRODUCE YOUR KEYNOTE SPEAKER, MS. MAUREEN
BUNYAN -- A VETERAN WASHINGTON NEWSCASTER AND AN AWARD-WINNING
JOURNALIST. MS. BUNYAN HAS DONE MUCH TO PROMOTE THE INTERESTS OF
WOMEN. BOTH ACTIVELY AND BY EXAMPLE.

MS. BUNYAN HAS BUILT HER JOURNALISTIC REPUTATION WITH THE

COMPLETE AND THOUGHTFUL REPORTING OF DOMESTIC AND FOREIGN NEWS. HER

SPECIAL INTEREST IN THE CARIBBEAN AND LATIN AMERICA HAS LED TO MANY

PROFESSIONAL ACHIEVEMENTS, INCLUDING AWARD-WINNING COVERAGE OF THE

PANAMA CANAL TREATY NEGOTIATIONS, A NEWS SERIES ON SALVADORAN

REFUGEE CAMPS, AND PARTICIPATION IN A STATE DEPARTMENT LECTURE TOUR

AT UNIVERSITIES AND COLLEGES THROUGHOUT CHILE.

IN 1973, MS. BUNYAN CAME TO WASHINGTON AS A NEWSCASTER AND REPORTER FOR CHANNEL 9, WUSA. TODAY, SHE IS COANCHOR OF CHANNEL 9'S

"EYEWITNESS NEWS" AND IS THE PRODUCER AND HOST OF A WEEKLY NEWS PROGRAM.

MS. BUNYAN HAS ACTIVELY FURTHERED THE INTERESTS OF WOMEN.

HONORED THREE TIMES BY THE NATIONAL COMMISSION ON WORKING WOMEN, SHE

IS THE LEADER OF A GROUP TO CREATE OPPORTUNITIES FOR NONPROFESSIONAL

WORKING WOMEN. AS A BOARD MEMBER FOR THE OVERSEAS EDUCATION FUND,

MS. BUNYAN CHAIRED A FUNDRAISING CAMPAIGN FOR REFUGEE WOMEN. AND,

SHE WAS ONE OF TEN AMERICANS CHOSEN TO VISIT CENTRAL AMERICA AND

RECOMMEND WAYS THAT WOMEN FROM THE UNITED STATES COULD AID THAT

REGION.

BORN IN ARUBA, MS. BUNYAN RECEIVED AN UNDERGRADUATE DEGREE FROM
THE UNIVERSITY OF WISCONSIN IN MILWAUKEE. SHE EARNED A MASTER'S
DEGREE IN EDUCATION FROM HARVARD UNIVERSITY.

MS. BUNYAN, I AM PLEASED TO WELCOME YOU TO THE CENTRAL INTELLIGENCE AGENCY, AND I KNOW THAT WE WILL BENEFIT FROM WHAT YOU WILL TELL US.



(202) 546-2984

Maureen Bunyan

Co-Anchor Host 6 pm Eyewitness News "22:26"

Maureen Bunyan has been the co-anchor of Channel 9's top-rated 6 pm "Eyewitness News" since 1978. She joined the station in September 1973 as a weekend anchor and general assignment reporter whose principle beats were education and the District government. Most recently, concurrent with her co-anchoring duties, Bunyan became Producer-Host for Channel 9's weekly issue-oriented program, "22:26." The program won an Emmy Award in May of 1987.

An award-winning journalist, Bunyan has built her reputation on covering "hot spots" on foreign as well as domestic news fronts. In August, Bunyan travelled to El Salvador to produce a series on that country's refugee camps. She also visited Honduras to film reports on that country's place in U.S./Central American relations. In 1978 her coverage of the Panama Canal Treaty negotiations won her the first of two American Association of University Women Awards for International Reporting. Bunyan received the second award for her 1979 news series and half-hour special on U.S./Japanese trade relations, for which she conducted the first interview ever given to an American reporter by Japanese Prime Minister Masayoshi Ohira.

Throughout her career, Bunyan has interviewed numerous world leaders including Cuban President Fidel Castro and Zimbabwe Prime Minister Robert Mugabe. During the Carter Administration, Bunyan was asked by First Lady Rosalyn Carter to brief her on Latin American and Caribbean affairs.

Born in Aruba, Netherland Antilles, Bunyan has an ongoing interest in the economic, political and social issues affecting Caribbean, Central and South American nations. During 1976 alone, she filed reports from Puerto Rico that provided in-depth analyses of the statehood issue under consideration that election year; covered the election in Jamaica, and participated in a 10 day, State Department lecture tour at universities and colleges throughout Chile.

Among her civic affiliations, Bunyan serves on the boards of Big Brothers of the National Capital Area; Overseas Education Fund; the National Commission on Working Women; the Journalism Advisory Committee of American University, School of Communications. Bunyan did her undergraduate studies at the University of Wisconsin, Milwaukee. She earned a Masters Degree in Education from Harvard University.

Prior to joining Channel 9, Bunyan was a reporter for New York City's WCBS-TV. A reporter for Boston's WGBH-TV from 1970 to 1972, Bunyan began her reporting career as a summer intern with the Milwaukee Journal in 1969. The following summer she completed the Summer Program for Minorities in Journalism at the Columbia University Graduate School of Journalism.

#### C-O-N-F-I-D-E-N-T-I-A-L

# AGENDA AND RESERVATION FORM FEDERAL WOMEN'S PROGRAM ADVISORY COUNCIL SYMPOSIUM 23 August 1988

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9:00	a.m.	Introduction	Robert E. Fitzgerald Director of Equal Employment Opportunity	·
	- 2 2 2 2 2 2	Opening Remarks	William H. Webster Director of Central Intelligence	
9:15	a.m.	Keynote Speaker "Womën at Work"	Maureen Bunyan WUSA, Channel 9 News Anchorwoman	
10:00	a.m.	Break		
10:15	a.m.	"The Challenge to Become"	Deputy Chief, Career Management Staff, Directorate of Operations	
11:00	a.m.	"Legal Issues for Women"	Chris deVries, Legislative Director, Federally Employed Women	
11:45	a.m.	Lunch on the Lawn (Optional	) (A tent will be provided.)	•
1:00	p.m.	Movie (Optional)	"WomenMyth and Reality"	
1:15	p.m.	"What Every Woman Knows" Impersonations of Women in History	Tulis McCall, Historical Interpreter	*4.*
2:00	p.m.	"Taming the Gentle Warrior"	David Israel, Ph.D., Clinical Psychologist	
3:00	p.m.	"It's Your Future"	Helene Boatner, Director of Leadership Analysis, Directorate of Intelligence	
3:45	p.m.	Closing Remarks	Federal Women's Program 25	5 <b>X</b> 1

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1988 Annual Women's	Symnosi	1 m.		
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FROM: Royal E. Elmendorf		•	EXTENSION	NO. UUA/RED
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OP 88-0760/1 29 June 1988

MEMORANDUM FOR: Executive Director

VIA:

Deputy Director for Administration

FROM:

Royal E. Elmendorf Director of Personnel

SUBJECT:

1988 Annual Women's Symposium

1. Action Requested: Request authorization to pay guest speakers the amounts listed below for their participation in the 23 August 1988 Women's Symposium:

Maureen Bunyan, CBS News Commentator \$1,500.00 Tullis McCall, Historical Interpreter \$1,500.00 Dr. David Israel, Clinical Psychologist 500.00 Chris deVries, Legislative Director 250.00

- 2. Background: The speakers are well known personalities who have agreed to speak at the 1988 Women's Symposium, "Looking Ahead - New Rules - New Roles." Approval for the program is contained in attachment A. The fees noted are the command costs per person, per speaking engagement. The proposed schedule of events is contained in attachment B.
- 3. Recommendation: Approval be granted for the expenditure of the above stated funds.

Royal E. Elmendorf

Attachments: As stated

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Deputy Director for Administration

APPROVED:

Executive Director

JUL 1988

Date

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Date



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1988 Annual Women's Symposium SUBJECT:

(14 June 1988) DDA/OP/EEO/

Distribution:

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2-88-0760

31 May 1988

MEMORANDUM FOR: Director of Central Intelligence

VIA:

Deputy Director of Central Intelligence

Deputy Director for Administration

Director, Public Affairs Office

Director of Personnel

FROM:

Robert E. Fitzgerald

Director, Equal Employment Opportunity

SUBJECT:

Proposed Annual Women's Symposium - 23 August 1988

Action Requested: Request the Director of Central Intelligence agree to make introductory comments at the opening session of the proposed annual women's symposium on 23 August 1988.

### 2. Background:

- a. The Federal Women's Program Advisory Council, under the direction of the Federal Women's Program Manager, Office of Equal Employment Opportunity intends to schedule a one-day women's symposium, entitled "Looking Ahead: New Rules - New Roles," on 23 August 1988 in the Headquarters Auditorium.
- b. This will be the second running of what we hope will become an annual event for Agency women. The first program held in October 1987 was an overwhelming success attended by 500 employees, with over 200 turned away for lack of seating space in the Auditorium. By popular request we are planning to offer another such program this year.
- c. The agenda will reflect the changing role of both men and women in today's society and the challenges they will face in the future with a declining work force, and for many, the growing problem of balancing the responsibility of careers, home life and child and/or parental care. The planned program will also address pending legislative issues which will effect the lives of working women. This one-day symposium will be open to all Agency personnel, but will be geared towards the interests of female employees. Some 500 employees are expected to attend.

Sject: Proposed Annual Women's Symposium - 23 August 1988

- d. Draft comments for the Director's address will be forwarded under separate cover to the Office of Public Affairs. The proposed schedule of events is attached.
- e. The Office of Equal Employment Opportunity has budgeted adequate funds to cover this event.
- 3. Recommendation: In view of the foregoing, it is requested that the Director of Central Intelligence approve this program and, if scheduling permits, agree to participate as requested.

permits, agree to participate as requested. STAT Robert E. Fitzgerald Attachment STAT Date 0 1 JUN 1988 Date 2 JUN 1988 8 JUN 1988 Deputy Director of Contral Intelligence APPROVED: 1 n 111N 1988 Isl William H. Webster Director of Central Intelligence Date

PROPOSED AGENDA: 1988 FWPAC Women's Symposium 23 August 1988

"LOOKING AHEAD: NEW RULES - NEW ROLES"

	0900-0915	Opening Remarks	Bob Fitzgerald Judge Webster		
	<u>0</u> 915-1000	Keynote Address "Women at Work"	Maureen Bunyan	CBS Commentator	
	1000-1015	Break	Refreshments in C	anopy	
STAT	1015-1100	"The Challenge to Become"		Deputy Chief, Career Management Staff, DDO	
	1100-1145	"Legal Issues for Women"	Chris deVries	Legislative Director Federally Employed Women	?
	1145–1315	Lunch on the lawn	Optional Movie at 1300	"Women - Myth & Reality"	
	1315-1400	"What Every Women Knows"	Tulis McCall	Impersonations of Women in History	
·	1400-1445	"Taming The Gentle Warrior"	Dr. David Israel	PhD. Clinical Psychologist Richmond, VA	
	1445-1500	Break		•	·
	1500-1545	Wrap Up	Helene Boatner	Director, Office of Leadership Analysis, (DDI)	
	1545-1600	Closing Remarks		Federal Women's	STAT

#### LOGISTICS

- 1. Posters will be placed throughout the Buildings.
- 2. Registration will be Employee Bulletin tear-off.
- 3. Programs and symposium buttons will be distributed.
- 4. Refreshments are planned for the Break.
- 5. Box lunches will be catered at a nominal cost to participants.
- 6. Seating and shelter will be provided under a canopy erected on the Headquarters quadrangle.

Program Manager

7. The canopy will also be used for coffee breaks, social time and networking.



31 May 1988

MEMORANDUM FOR: Director of Central Intelligence

VIA:

Deputy Director of Central Intelligence

Deputy Director for Administration Director, Public Affairs Office

Director of Personnel

FROM:

Robert E. Fitzgerald

Director, Equal Employment Opportunity

SUBJECT:

Proposed Annual Women's Symposium - 23 August 1988

1. <u>Action Requested</u>: Request the Director of Central Intelligence agree to make introductory comments at the opening session of the proposed annual women's symposium on 23 August 1988.

#### 2. Background:

- a. The Federal Women's Program Advisory Council, under the direction of the Federal Women's Program Manager, Office of Equal Employment Opportunity intends to schedule a one-day women's symposium, entitled "Looking Ahead: New Rules New Roles," on 23 August 1988 in the Headquarters Auditorium.
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Subject: Proposed Annual Women's Symposium - 23 August 1988

- d. Draft comments for the Director's address will be forwarded under separate cover to the Office of Public Affairs. The proposed schedule of events is attached.
- e. The Office of Equal Employment Opportunity has budgeted adequate funds to cover this event.
- 3. Recommendation: In view of the foregoing, it is requested that the Director of Central Intelligence approve this program and, if scheduling permits, agree to participate as requested.

	· ·	Robert E. Fitzgerald
Attachment	· .	
CONCUR:		
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Director, Public	Affairs Office	Date
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Deputy Director	of Central Intellige	nce Date
APPROVED:		
/s/ William H	Webster	1 0 JUN 1988

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SUBJECT: Proposed Annual Women's Symposium - 23 August 1988

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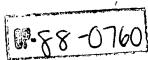
## PROPOSED AGENDA: 1988 FWPAC Women's Symposium 23 August 1988

#### "LOOKING AHEAD: NEW RULES - NEW ROLES"

	0900-0915	Opening Remarks	Bob Fitzgerald Judge Webster		
	0915-1000	Keynote Address "Women at Work"	Maureen Bunyan	CBS Commentator	
	1000-1015	Break	Refreshments unde	er the Canopy	
STAT	1015-1100	"The Challenge to Become"		DC/DDO/CMS	
	1100-1145	"Legal Issues for Women"	Chris deVries	Legislative Director Federally Employed Women	
٠.	1145–1315	Lunch on the lawn	Optional Movie at 1300	"Women - Myth & Reality"	
·	1315-1400	"What Every Women Knows"	Tulis McCall	Impersonations of Women in History	
	1400-1445	"Taming The Gentle Warrior"	Dr. David Israel	PhD. Clinical Psychologist Richmond, VA	
	1445-1500	Break			
	1500-1545	To be determined			•
	1545-1600	Closing Remarks		Federal Women's Program Manager	STAT

#### LOGISTICS

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- 7. The canopy will also be used for coffee breaks, social time and networking.



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