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NEWS RELEASE

OFFICE OF ASSISTANT SECRETARY OF DEFENSE (PUBLIC AFFAIRS)

WASHINGTON, D. C. - 20301

PLEASE NOTE DATE

IMMEDIATE RELEASE

August 26, 1982

No. 371-82
697-3189 (Copies)
695-0192 (Info.)

WOMEN IN THE ARMY

Secretary of Defense Caspar W. Weinberger today announced that as a result of the efforts of the Women in the Army Policy Review Group, active Army female enlisted strength will increase by approximately 5,000 over the next several years. The increase will raise the number of female enlisted soldiers to 70,000 based on the currently planned end strength of the Army. The number of leadership and managerial positions available for women officers and noncommissioned officers will continue to increase as it has over the past several years. Thus, women will have additional opportunities to contribute to the readiness of the Army.

Secretary Weinberger commented that "The May 1981 Army review of 'women's issues' became a comprehensive evaluation of factors which influence all soldiers. This review helps men and women of the Army to achieve the goals of military readiness and job satisfaction." The Review Group will conclude its formal analysis on September 30, 1982. The Army will continue to monitor and implement the work.

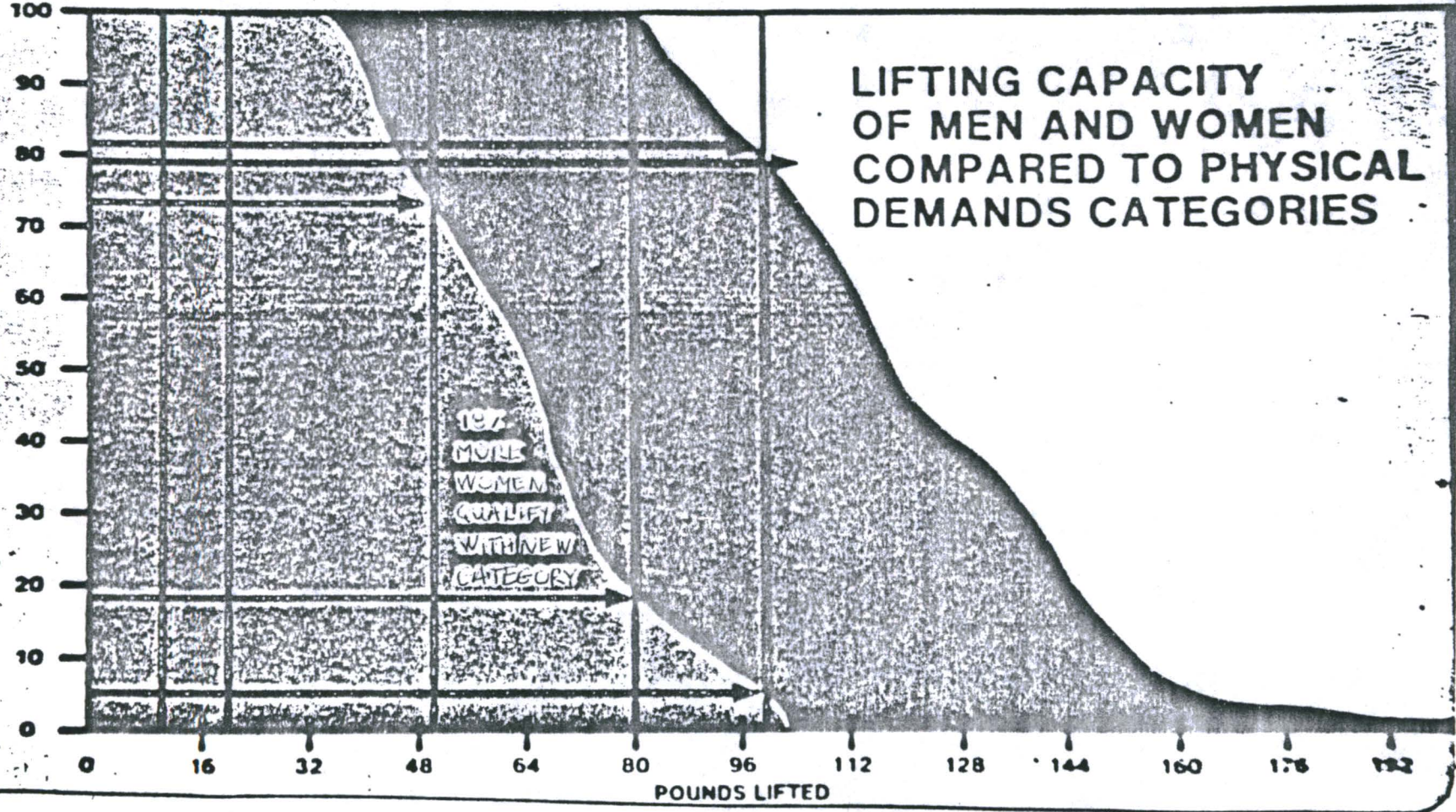
The Review Group looked at all the job skills in the Total Army which affect 1.6 million soldier jobs. The skills were analyzed according to physical strength and mental requirements on a gender free basis. Correlating physical strength capacity and mental aptitude of individual applicants to job requirements will improve the probability of successful job performance and job satisfaction for all soldiers, male and female. As part of the follow-on work, the Army will validate a physical strength capacity test for all new Army personnel.

Secretary Weinberger concluded that he was "impressed with the briefings provided by the Army on their methodology for reviewing the physical demands of Army jobs and the location for each of those jobs on the battlefield. The combined effect of the data developed on job requirements and battlefield considerations should improve Army combat readiness and provide greater opportunity for rewarding service by both male and female soldiers."

-END-

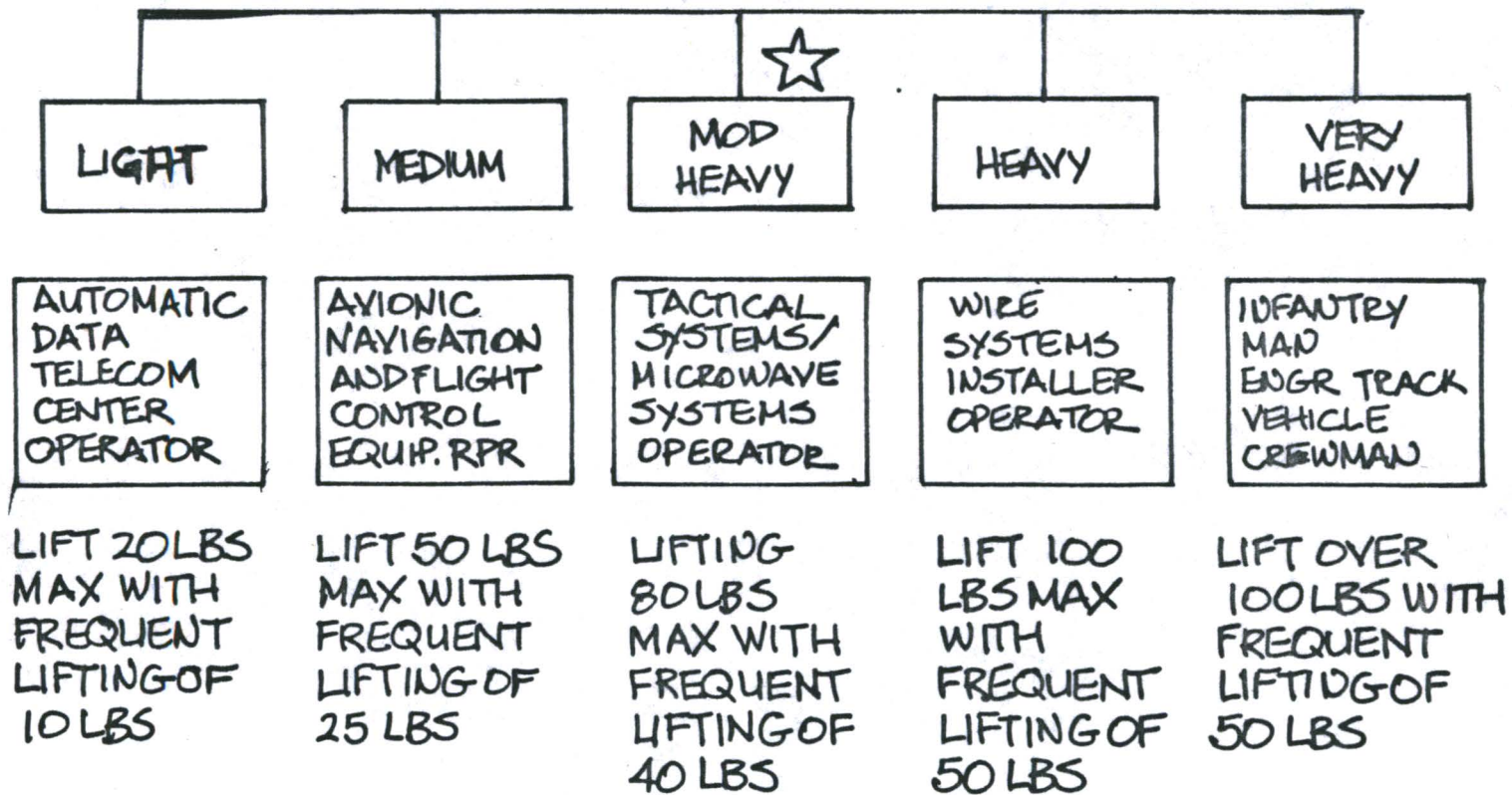
MEN	100%	100%	100%	100	H2	<80%
WOMEN	100%	100%	74%	26	H	3
CATEGORY	S	L	M	MH	H	VH

PERCENT OF SAMPLE



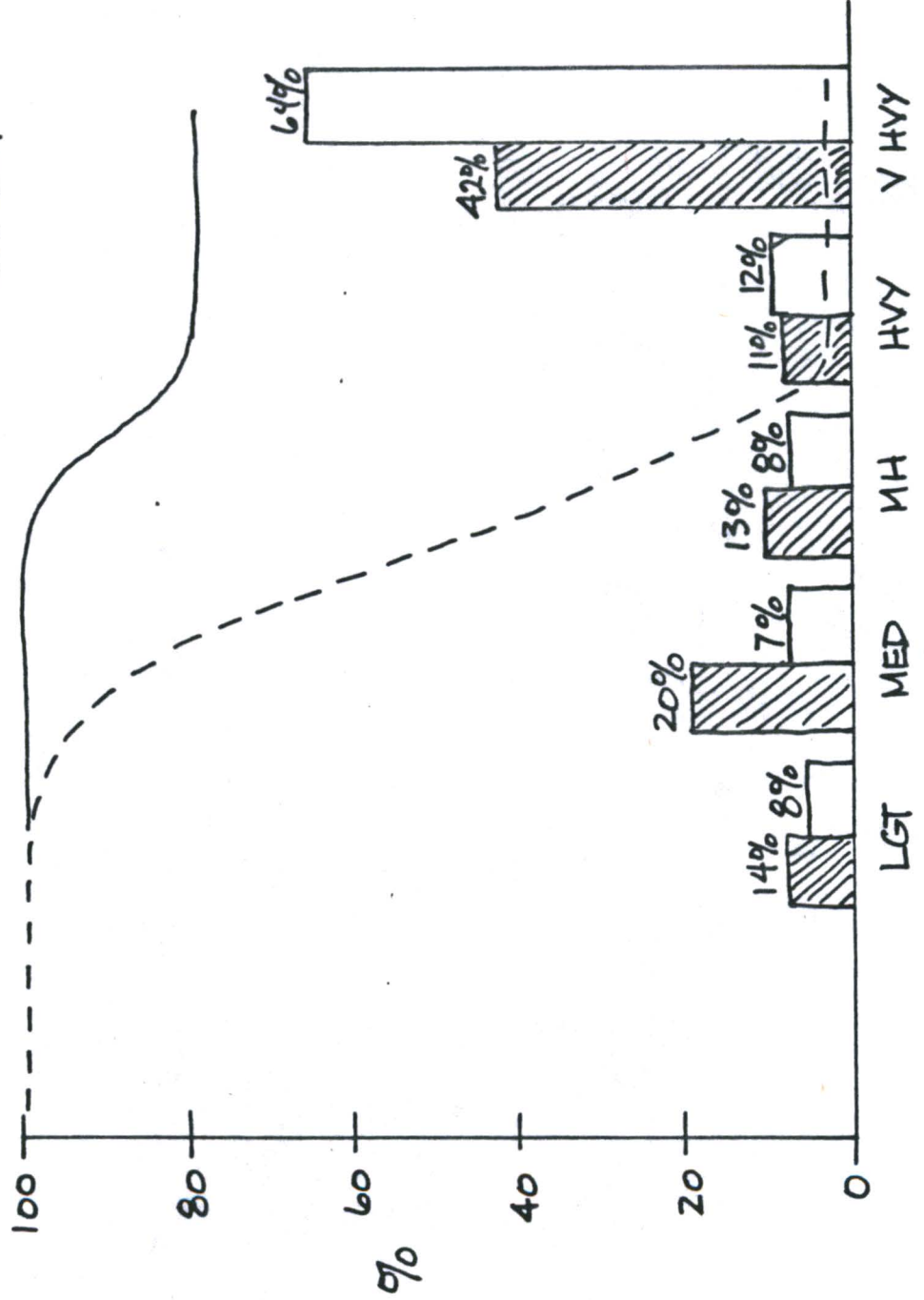
LIFTING CAPACITY OF MEN AND WOMEN COMPARED TO PHYSICAL DEMANDS CATEGORIES

PHYSICAL DEMANDS CATEGORIES



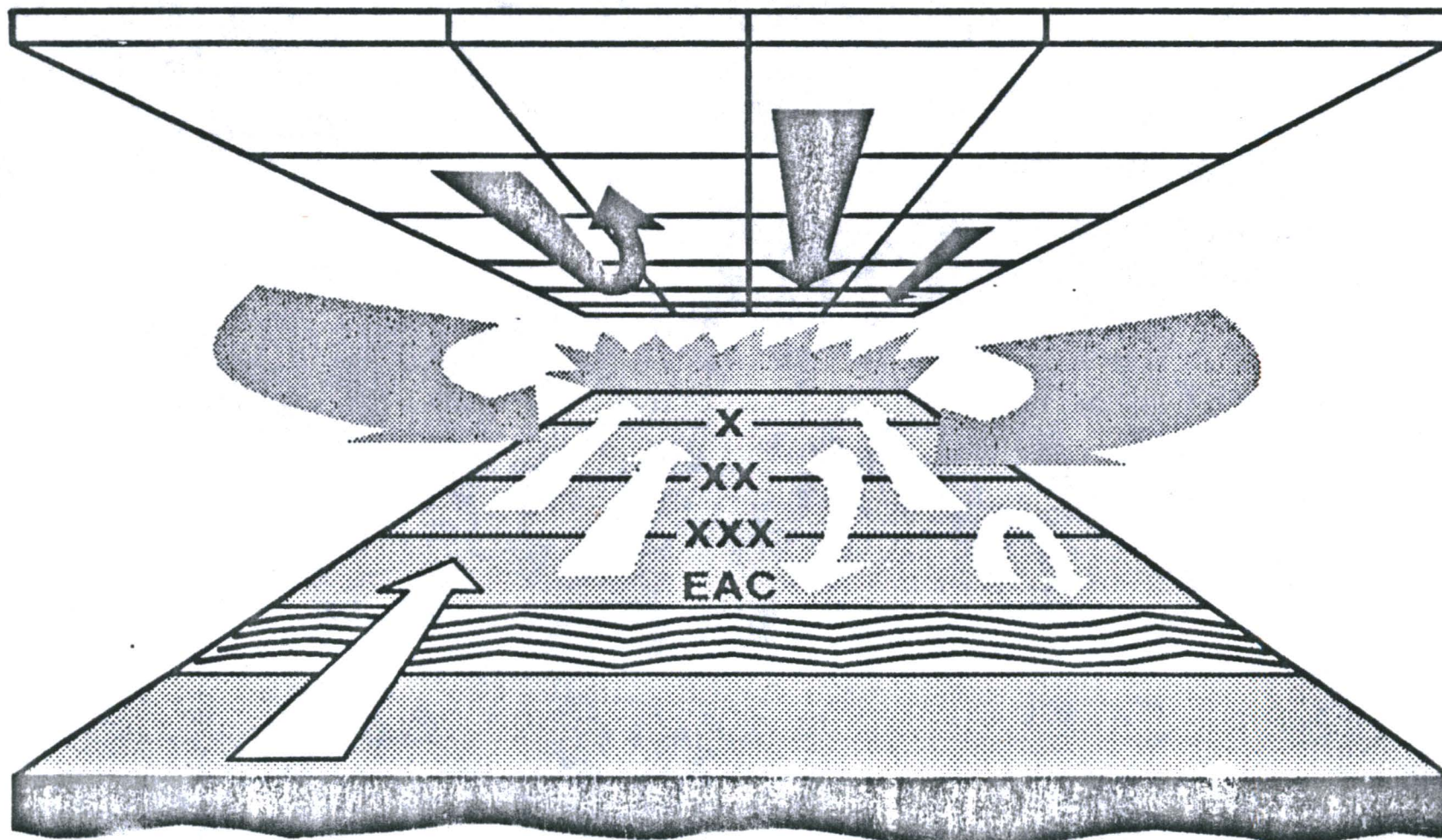
--- FEMALE WORK CAPACITY
 --- MALE WORK CAPACITY

▨ WOMEN ASSIGNED
 □ ARMY SPACES BY CATEGORY



C048BW,36

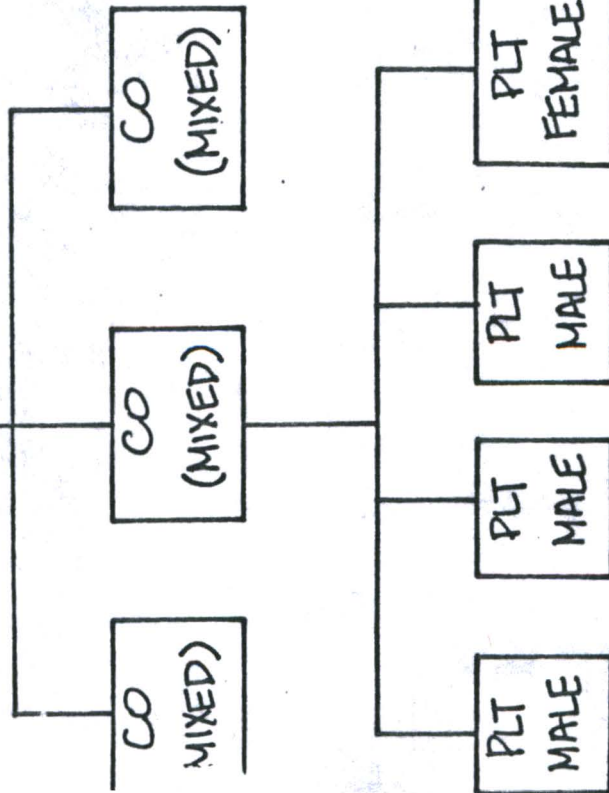
THE OPERATIONAL BATTLEFIELD (DIRECT COMBAT REQUIRES MICRO-ANALYSIS)



INTEGRATED BASIC TRAINING ADJUSTMENT

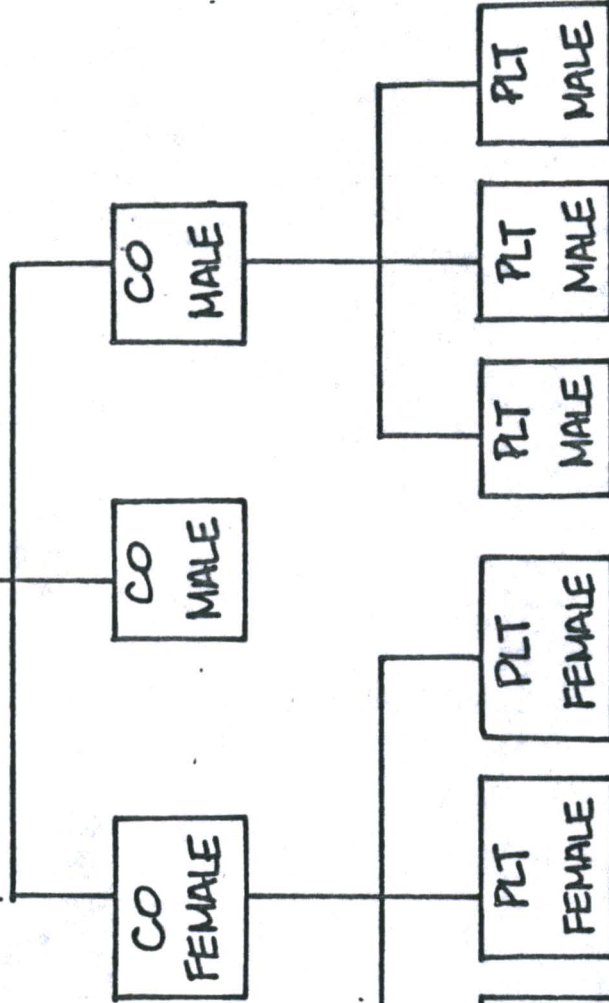
BEFORE

BT
BN



AFTER

BT
BN



- CADRE REMAINS INTEGRATED
- POI REMAINS SAME

GROWTH IN FEMALE MANAGERS

<u>FY</u>	<u>NCO</u>	<u>OFFICER</u>
82	16,000	9,000
83		
84		
85		
86		
87	18,000	13,000

The table shows the number of female managers in two categories, NCO and OFFICER, from fiscal year 82 to 87. For NCOs, the number grows from 16,000 in FY 82 to 18,000 in FY 87. For OFFICERS, the number grows from 9,000 in FY 82 to 13,000 in FY 87. Vertical arrows are drawn between the 82 and 87 rows for both categories to indicate the growth period.



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-END-

OBJECTIVES

AN ASSIST
FOR DECISION-MAKERS

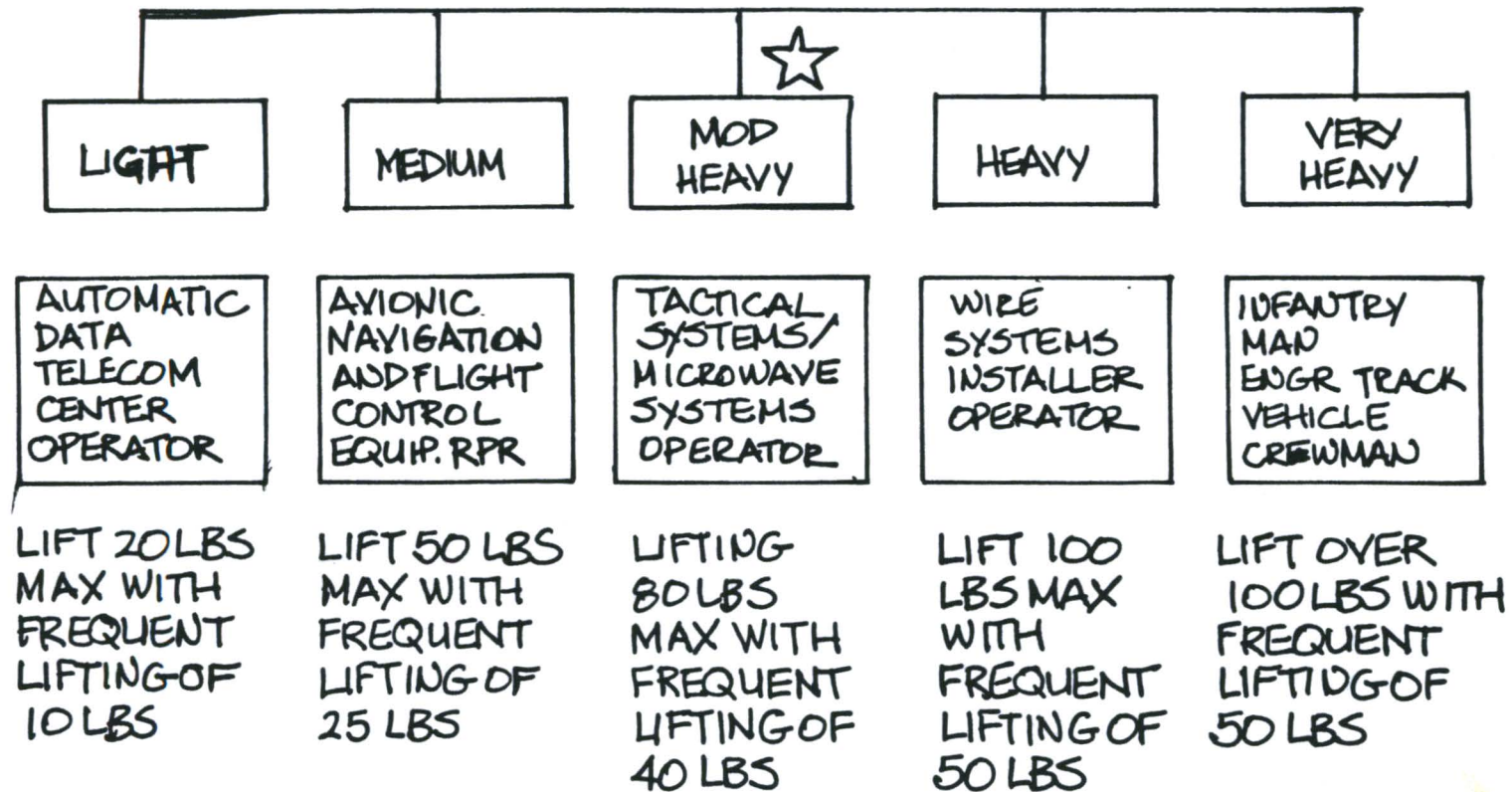
GENDER-
FREE
PHYSICAL
CAPACITY
TEST

RESOLUTION
FOR
COMBAT
EXCLUSION
POLICY

MOS
PHYSICAL DEMANDS
ANALYSIS

DIRECT
COMBAT PROBABILITY
CODES

PHYSICAL DEMANDS CATEGORIES



OFFICE OF POLICY DEVELOPMENT

STAFFING MEMORANDUM

DATE: 9/1/82 ACTION/CONCURRENCE/COMMENT DUE BY: 9/10/82

SUBJECT: Women's Recruitment in the Army

	ACTION	FYI		ACTION	FYI
HARPER	<input type="checkbox"/>	<input type="checkbox"/>	DRUG POLICY	<input type="checkbox"/>	<input type="checkbox"/>
PORTER	<input type="checkbox"/>	<input type="checkbox"/>	TURNER	<input type="checkbox"/>	<input type="checkbox"/>
BARR	<input type="checkbox"/>	<input type="checkbox"/>	D. LEONARD	<input type="checkbox"/>	<input type="checkbox"/>
BOGGS	<input type="checkbox"/>	<input type="checkbox"/>	OFFICE OF POLICY INFORMATION		
BRADLEY	<input type="checkbox"/>	<input type="checkbox"/>	HOPKINS	<input type="checkbox"/>	<input type="checkbox"/>
CARLESON	<input type="checkbox"/>	<input type="checkbox"/>	COBB	<input type="checkbox"/>	<input type="checkbox"/>
DENEND	<input type="checkbox"/>	<input type="checkbox"/>	PROPERTY REVIEW BOARD	<input type="checkbox"/>	<input type="checkbox"/>
FAIRBANKS	<input type="checkbox"/>	<input type="checkbox"/>	OTHER		
FERRARA	<input type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>
GALEBACH	<input type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>
GARFINKEL	<input type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>
GUNN	<input type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>
B. LEONARD	<input type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>
LI	<input type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>
✓ MONTOYA	<input type="checkbox"/>	<input checked="" type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>
SMITH	<input type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>
✓ UHLMANN	<input checked="" type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>
ADMINISTRATION	<input type="checkbox"/>	<input type="checkbox"/>	_____	<input type="checkbox"/>	<input type="checkbox"/>

REMARKS:

Mike Uhlmann:

ELH would like someone to check into the facts on the women's recruitment in the army issue. See attached. Could you see that this happens. Thanks.

^(P)
Doc Rock

Please return this tracking sheet with your response

P.S. The attached prompted ELH's request.

Edwin L. Harper
Assistant to the President
for Policy Development
(x6515)



EXECUTIVE OFFICE OF THE PRESIDENT
OFFICE OF MANAGEMENT AND BUDGET
WASHINGTON, D.C. 20503

Emily Rock FYI

31 AUG 1982

August 27, 1982

MEMORANDUM FOR: Michael Horowitz
FROM: *Jim Brown for* Marialice Williams Daniels
SUBJECT: Weekly Activity Report (August 16-27)

Grove City. In a case that is being closely followed by civil rights and conservative groups, the Third Circuit has ruled that a college is subject to the requirements of Title IX if its students receive Pell Grants or Guaranteed Student Loans, even if the institution itself receives no direct Federal assistance. The Third Circuit's action, in a case involving Grove City College in Pennsylvania, reverses an earlier District Court ruling.

A-11. Most of our energies were devoted to finalizing and forwarding civil rights A-11 reporting instructions to the several score Departments and independent agencies with civil rights activities. "Numbers crunching" will begin in earnest on November first, when reports are due.

Education of the Handicapped regulations. Monitored a press conference on Capitol Hill coordinated by the Parent Empowerment Project, a Massachusetts-based group of parents of handicapped children. The press conference, called to attack DOEd's proposed amendments to regulations implementing the Education of the Handicapped Act, included brief statements by several members of Congress (mostly from Massachusetts). Congressman Biaggi confused many attendees by repeatedly attacking HHS Secretary Schweiker (other speakers contented themselves with criticizing the Secretary of Education, responsible for the proposal). Otherwise, the various statements were predictable.

EEOC. The Chairman's proposed reorganization has been approved by the Commission...EEOC General Counsel Connelly is now said to be departing on September 10...The Commission has voted to release a staff report on 1981 Federal sector complaint processing. The figures reemphasize the necessity for major reforms in procedures for processing complaints against Federal agencies.

This COLA will win no taste tests... Analyzed the Civil Rights Commission staff's defense of its report, The Federal Civil Rights Enforcement Budget. Their claim that civil rights outlays must increase at the same rate as inflation in order to be "adequate" is belied by the composition of those outlays, 70% of which are for salaries. As Federal salaries have increased at a much lower rate, the Commission staff's real complaint is that neither this nor three preceding administrations have seen fit to provide a special cost of living allowance for persons employed in Federal civil rights programs. In other news related to the Civil Rights Commission, the Senate Judiciary Committee is scheduled to meet on September 14 to vote on the nominations of Robert Destro, Constantine Dombalis, and Guadalupe Quintanilla.

RIFs. The Federal Government Service Task Force (headed by Representative Barnes, D-MD) issued a report on August 18 contending that minority and women employees have been disproportionately affected by Federal reductions in force. A copy is attached.

Women. Assisted the WH Public Liaison Office in identifying programs in the various agencies specifically designed to address women's issues.

A case for Dr. Finn? In his article in the April issue of Commentary, Chester Finn distinguished between the traditional concept of equal opportunity for individuals, and the more recent concept of equal results for groups. He noted that, in the area of race, Administration efforts to reform programs based on equality of results were hampered by the tax exemption contretemps--which fueled opponent's charges that such reforms are motivated by hostility toward equality of individual opportunity (rather than a desire to implement it). The Department of the Army's recent decision to bar women from 23 job categories in which they currently serve can be expected to play a similar role in future discussions of civil rights issues affecting women (although the merits of the Army's decision are no doubt more complicated than they will be portrayed). In addition to being used (like the tax exemption controversy) to impeach motivation on "women's issues" generally, it will be cited as further justification for programs to assure "equality of result" in employment.

Particularly in regard to construction jobs, women's groups have long argued that such programs are necessitated by the exclusion of women from traditional training sources (such as the military). Carpentry, masonry, plumbing, and interior electrical jobs are among the 23 job categories covered by the Army's ban.

Recidivism? The current National Law Journal profiles an ex-convict who now derives a tidy income from civil rights damage suits.

Attachment