

University of Hawaii at Manoa

eVols Repository

Box SP10

Hamilton Library

<https://evols.library.manoa.hawaii.edu>

Box SP10, All Folders

---

# Chronological: Hawaii Women Officers' Professional Association, 1993-09-16

Senator Daniel K. Inouye Papers  
Speeches, Box SP10, Folder 34  
<http://hdl.handle.net/10524/63482>

---

Items in eVols are protected by copyright, with all rights reserved, unless otherwise indicated.

*UHM Library Digital Collections Disclaimer and Copyright Information*

# Dan Inouye

U.S. SENATOR FROM HAWAII



STATEMENT DELIVERED BY JENNIFER GOTO ON  
BEHALF OF SENATOR DANIEL K. INOUE TO THE  
HAWAII WOMEN OFFICER'S PROFESSIONAL  
ASSOCIATION AT THE HICKAM AIR FORCE  
BASE OFFICER'S CLUB

THURSDAY, SEPTEMBER 16, 1993

ON BEHALF OF U.S. SENATOR DAN INOUE, I THANK YOU FOR THIS OPPORTUNITY TO SHARE OUR VIEWS ON FEDERAL LEGISLATION AFFECTING WOMEN, AND MORE BROADLY, THE STATUS OF YOU AND I -- PROFESSIONAL WOMEN IN THE FEDERAL GOVERNMENT.

BY WAY OF INTRODUCTION, I WORKED FOR SENATOR INOUE IN WASHINGTON, D.C. FOR SIX YEARS, SERVING IN THE LAST TWO AS ONE OF HIS JOINT CHIEFS OF STAFF AND HIS CHIEF COUNSEL. I RETURNED TO HAWAII IN LATE JANUARY TO SERVE AS HIS HAWAII CHIEF OF STAFF RESPONSIBLE FOR HIS STATE OPERATIONS. IT IS WITH PRIDE THAT I SHARE WITH YOU THAT I AM THE FIRST WOMAN TO SERVE HAWAII'S SENIOR SENATOR IN THESE POSTS. IT HAS BEEN AN EXCITING AND CHALLENGING LEARNING EXPERIENCE FOR THE BOTH OF US. IT IS SOMETHING I VALUE GREATLY.

IN MANY WAYS, PROFESSIONAL MILITARY WOMEN AND PROFESSIONAL CAPITOL HILL WOMEN HAVE MUCH IN COMMON--WE CHOSE TO ENTER A MAN'S WORLD, PLAY BY THEIR RULES, BUT MASTER THOSE RULES SO WE COULD CHANGE THEM. THIS HAS NOT BEEN AN EASY TASK, AND CHANGE HAS NOT OCCURRED QUICK ENOUGH. BUT TO A LARGE DEGREE, WE EACH KNEW THE CHALLENGE GOING IN AND WE CAN BE PROUD OF OUR ACCOMPLISHMENTS THUS FAR, RECOGNIZING WE STILL HAVE A LONG ROAD AHEAD OF US.

ABIGAIL ADAMS WROTE TO HER HUSBAND, JOHN ADAMS, IN 1776, "IF WE MEAN TO HAVE HEROES, STATESMEN AND PHILOSOPHERS, WE SHOULD HAVE LEARNED WOMEN." IF OUR FOUNDING FATHERS HAD TAKEN THIS SAGE ADVICE, OR IF OUR NATION ALSO HAD FOUNDING MOTHERS, WE MAY HAVE HAD A VERY DIFFERENT, MORE EQUAL SOCIETY TODAY.

HOWEVER, THAT WAS NOT THE CASE. WE HAVE BEEN CONDITIONED FROM CHILDHOOD ABOUT THE ROLES OF MEN AND WOMEN. MEN ARE MASCULINE AND STRONG, AND WOMEN ARE SOFT AND FEMININE. WHILE WOMEN ARE SURPASSING MEN IN MANY FIELDS OF STUDY -- LAW, ACCOUNTING, BUSINESS AND ENGINEERING -- WE CONTINUE TO ENCOUNTER UNFAIR, DISCRIMINATORY INTERACTIONS IN THE WORKPLACE. SINCE THE ORIGINS OF THIS NATION, POWER HAS BEEN DEFINED BY MEN, AND AS SUCH, THEY HAVE DEFINED SOCIETY'S ATTITUDES ABOUT OUR RESPECTIVE ROLES.

WE CAN CHANGE OUR LAWS, AND I WILL SHARE WITH YOU THE IMPORTANT PENDING BILLS BEFORE THE CONGRESS, BUT IT TAKES MUCH LONGER, AND IT IS AS DIFFICULT TO CHANGE ATTITUDES. WE HAVE WATCHED THE UNFOLDING DRAMA OF THE FIGHT OF THE GAYS IN THE MILITARY TO SECURE JUSTICE AND FAIR TREATMENT. NEITHER SIDE IS ESPECIALLY HAPPY WITH PRESIDENT CLINTON'S COMPROMISE. REGARDLESS OF HOW YOU MAY PERSONALLY FELT ABOUT THIS ISSUE, IT IS NOT UNLIKE THE GRAVE SOCIAL DISCRIMINATION OF OTHER RACIAL, RELIGIOUS AND WOMEN GROUPS OVER THE DECADES. THE PIECEMEAL LEGISLATIVE APPROACH TO JUSTICE MAY BE VIEWED BY SOME AS A COP-OUT. BUT IT DOES TAKE TIME TO CHANGE PEOPLE'S ATTITUDES.

ON THE EVE OF PRESIDENT CLINTON'S 100TH DAY IN OFFICE, HE OPENED THE COCKPITS OF SUPERSONIC WARPLANES, STRATEGIC BOMBERS AND HELICOPTER GUNSHIPS TO WOMEN, REDUCING THE BARRIER TO COMBAT ROLES FOR FEMALE OFFICERS. SECRETARY ASPIN ALSO OPENED THE BERTHS OF SELECTED WARSHIPS TO WOMEN. THE GULF WAR AND BUDGETARY PRESSURES ARE, TO A LARGE DEGREE, RESPONSIBLE FOR BREAKING DOWN FURTHER SEXUAL BARRIERS. ABOUT 40,000 WOMEN SERVED WITH DISTINCTION IN THE GULF, DEMONSTRATING TO THE WORLD THAT WOMEN HAVE THE PHYSICAL AND EMOTIONAL STAMINA TO FIGHT, BE CAPTURED, AND THE BRAVERY TO MAKE THE ULTIMATE SACRIFICE WITH AS MUCH HONOR AS YOUR MALE COUNTERPARTS. MAYBE EVEN MORE IMPORTANT, BATTLE EXPERIENCE HAS PUT WOMEN ON PAR UNDER THE UNWRITTEN RULE THAT THE TOP JOBS ONLY GO TO THOSE THAT HAVE BEEN UNDER FIRE.

THIS IS A MAJOR CHANGE TO BUSH ADMINISTRATION POLICY, AND I AM SURE YOU ARE AWARE, IT HAS NOT BEEN MET WITH UNANIMOUS SUPPORT IN THE PENTAGON. IN FACT, THERE HAVE BEEN INTERNAL MOVES TO EXCLUDE WOMEN FROM JOBS THEY PRESENTLY PERFORM. BUT, I HAVE FULL CONFIDENCE THAT THIS POSITIVE CHANGE, AND CAREER ADVANCEMENT OPPORTUNITY WILL OCCUR, NOTWITHSTANDING THOSE PERSISTING PENTAGON ATTITUDES THAT ARE SLOWER TO CHANGE WITH THE TIMES. AS SENATOR INOUE HAS STATED ON NUMEROUS OCCASIONS TO GROUPS STRIVING FOR MAINSTREAM ACCEPTANCE -- WHETHER THEY ARE NATIVE AMERICANS,

WOMEN, JEWS, AMERICANS OF JAPANESE ANCESTRY, OR THE DISABLED: "WE CANNOT TRULY UNDO STEREOTYPES, PREJUDICES, FEARS AND ATTITUDES THAT HAVE PERSISTED FOR GENERATIONS WITH THE MERE ENACTMENT OF A LAW, OR INVOCATION OF PRESIDENTIAL POLICY. THAT IS ONLY THE BEGINNING OF A LONGER AND MORE ENDURING PROCESS. THAT IS WHERE POSITIVE CHANGE AND FAIR TREATMENT OCCURS.

OVER THE PAST 30 YEARS, CONGRESS HAS ENACTED LAWS IN RESPONSE TO THE CHANGING ROLES AND EXPECTATIONS OF WOMEN, AND OUR DEMANDS FOR GREATER EQUITY. IT IS PIECEMEAL, AND MANY ARE LONG OVERDUE. IT BEGAN IN 1963 WITH THE ENACTMENT OF THE EQUAL PAY ACT; TITLE VII OF THE CIVIL RIGHTS ACT BARRING SEXUAL DISCRIMINATION IN THE WORKPLACE; TITLE IX OF THE EDUCATION AMENDMENTS ACT OF 1964 REQUIRING EQUAL TREATMENT OF WOMEN IN THE RECEIPT OF FEDERAL EDUCATIONAL AID; THE PREGNANCY DISCRIMINATION ACT OF 1978 PROHIBITING EMPLOYMENT DISCRIMINATION ON THE BASIS OF PREGNANCY. LAWS ARE CHANGED, AND ACCEPTANCE FOLLOWS THEREAFTER.

IT IS AN ONGOING PROCESS WHICH HAS PICKED UP SIGNIFICANT MOMENTUM THIS CONGRESS WITH THE ELECTION OF 5 WOMEN TO THE SENATE, BRINGING THE TOTAL TO A HISTORIC 7. THE INCREASE IN THE HOUSE IS RELATIVELY AS IMPRESSIVE. 19 WOMEN WERE ELECTED IN 1992 BRINGING THE TOTAL NUMBER OF CONGRESSWOMEN TO 48. MANY POLITICAL ANALYSTS, AND I WOULD AGREE, POINT TO THE CONFRONTATION BETWEEN JUSTICE CLARENCE THOMAS AND PROFESSOR ANITA HILL DURING THE SENATE JUDICIARY COMMITTEE'S CONFIRMATION HEARING. IT FORCED AMERICANS TO OPEN THEIR EYES AND RE-EXAMINE OUR ATTITUDES ABOUT MEN AND WOMEN IN THE WORKPLACE. IT RAISED TO THE NATIONAL CONSCIENCE THE ISSUE OF SEXUAL HARASSMENT. IT WAS HIGH DRAMA AND IT WAS REAL.

PROFESSOR HILL'S STRENGTH IN COMING FORWARD GAVE OTHER WOMEN THE STRENGTH TO COME FORWARD AND CHALLENGE WHAT HAD BEEN FOR THE MOST PART, ACCEPTABLE CONDUCT. SHE BECAME A POLITICAL RALLYING FORCE --A UNIFYING FORCE--THAT HAS INFLUENCED OUR ELECTIONS PROCESS. THIS IN TURN ADDS OUR POWER TO CHANGE ATTITUDES.

MAJOR LEGISLATION INTRODUCED IN THE 103RD CONGRESS AFFECTING WOMEN INCLUDE PROPOSALS ON ABORTION, CIVIL RIGHTS, CRIME, FAMILIES AND HEALTH. TWO MEASURES THAT WERE CONSIDERED IMPASSABLE WITH THE BUSH WHITE HOUSE HAVE ALREADY BEEN ENACTED. THEY ARE THE FAMILY AND MEDICAL LEAVE ACT AND THE NATIONAL INSTITUTES OF HEALTH REVITALIZATION ACT. THE FIRST MEASURE REQUIRES EMPLOYERS WITH 50 OR MORE EMPLOYEES TO GRANT UP TO 12 WEEKS OF UNPAID LEAVE OVER ANY ONE YEAR PERIOD FOR WORKERS WITH A NEWBORN, NEWLY ADOPTED, OR FOSTER CHILD, A SERIOUSLY ILL CHILD, SPOUSE OR PARENT; OR A SERIOUS PERSONAL ILLNESS. THIS MEASURE COVERS BOTH PRIVATE AND PUBLIC SECTOR EMPLOYEES, AND PROVIDES JOB PROTECTION AND CONTINUATION OF HEALTH BENEFITS DURING LEAVE.

THE NATIONAL INSTITUTES OF HEALTH REVITALIZATION ACT FOCUSES ON POLICIES AND FUNDING OF WOMEN'S HEALTH RESEARCH AT THE NATIONAL INSTITUTE'S OF HEALTH, INCLUDING IMPROVING ITS EMPLOYMENT AND PROMOTION POLICY FOR WOMEN, AND SETTING SPECIFIC FUNDING LEVELS FOR EXPANDED RESEARCH ON DISEASES PRIMARILY AFFECTING WOMEN.

THE VIOLENCE AGAINST WOMEN ACT WAS APPROVED BY THE JUDICIARY COMMITTEE ON MAY 27TH, AND WAS REPORTED TO THE SENATE FLOOR FOR ACTION. IT INCREASES PENALTIES FOR SEX CRIMES, INCLUDING RAPE, SEXUAL ASSAULT AND DOMESTIC VIOLENCE, TO ADDRESS AMONG OTHERS, THE RISE IN REPORTED RAPES, AND THE UNACCEPTABLE STATISTIC THAT ONLY 1 IN 10 OF THESE REPORTED RAPES LEADS TO TIME SERVED IN PRISON. IT ALSO PROVIDES INCENTIVES FOR STATES TO INCREASE ARREST AND PROSECUTION RATES, AS WELL AS TO FUND PROGRAMS FOR STATE AND FEDERAL JUDGES TO OVERCOME ATTITUDINAL BARRIERS DETRIMENTAL TO WOMEN. A SIMILAR MEASURE AWAITS HOUSE ACTION, AND THE CLINTON ADMINISTRATION HAS EXPRESSED SUPPORT FOR THIS MEASURE.

ADDITIONALLY, THE FREEDOM OF ACCESS TO CLINIC ENTRANCES ACT AND THE FREEDOM OF CHOICE ACT HAVE BEEN APPROVED BY THE LABOR AND HEALTH COMMITTEE AND ARE AWAITING SENATE FLOOR ACTION. SIMILAR MEASURES AWAIT HOUSE ACTION. THE LATER WOULD MAKE IT A CRIME TO USE FORCE TO PREVENT A WOMEN FROM OBTAINING AN ABORTION, OR TO DESTROY MEDICAL FACILITY PROPERTY BECAUSE IT PREFORMS ABORTIONS. THE FREEDOM OF CHOICE ACT WOULD CODIFY THE SUPREME COURT'S RULING IN ROE V. WADE WHICH PROHIBITS STATES FROM BARRING OR RESTRICTING ABORTIONS PRIOR TO FETAL VIABILITY. PASSAGE IS FAR ASSURED, AS THE REPUBLICANS HAVE PROMISED A TOUGH FIGHT. DEBATE WILL FOCUS ON MANDATORY WAITING PERIODS, AN OUTRIGHT BAN AFTER 24 WEEKS EXCEPT TO SAVE THE MOTHER'S LIFE, PARENTAL CONSENT OR INVOLVEMENT WITH MINORS, AND FEDERAL AND STATE FUNDING OF ABORTIONS FOR POOR WOMEN.

THE FINAL ISSUE WHICH HAS LAY DORMANT FOR OVER A DECADE DUE TO OPPOSITION BY THE REAGAN AND BUSH ADMINISTRATIONS IS THE EQUAL RIGHTS AMENDMENT TO THE U.S. CONSTITUTION. PRESIDENT CLINTON IS ON RECORD IN SUPPORT OF SUCH AN AMENDMENT TO BAR DISCRIMINATION ON THE BASIS OF GENDER, AND TO SECURE PROTECTION COMPARABLE TO THAT PROVIDED AGAINST RACIAL DISCRIMINATION. IT WOULD GIVE GREATER AUTHORITY TO ALL THE PIECEMEAL STATUTORY CHANGES. PASSAGE WOULD REQUIRE A 2/3 VOTE IN THE CONGRESS AND RATIFICATION BY 2/3 OF OUR 50 STATE LEGISLATURES. IT WOULD INDEED BE A FORMIDABLE TASK.

WHEN YOU CONSIDER THAT WOMEN COMPRISE MORE THAN 1/2 OF THE POPULATION, A MONUMENTAL CHANGE IN SOCIETY'S ATTITUDES CAN BE MADE IF WE JOIN FORCES. A COMMITMENT TO EXCELLENCE, PROFESSIONALISM AND SUCCESS IS THE BEST MEANS OF CHANGING ATTITUDES. IT PAVES THE WAY AND MAKES THE PATH A BIT EASIER FOR THOSE WHO WILL COME AFTER US. STATISTICS ALREADY EVIDENCE SUCH A CHANGE. IN 1984, 80 PERCENT OF CONGRESSIONAL STAFFERS MAKING MORE THAN \$40,000 WERE MEN, AND 80 PERCENT OF STAFFERS LEARNING LESS THAN \$20,000 WERE WOMEN. TODAY, ABOUT 31 PERCENT OF THE SENIOR PROFESSIONAL POSITIONS ARE HELD BY WOMEN, AND WHILE IT WAS RARE TO FIND A FEMALE CHIEF OF STAFF TWO DECADES AGO, TODAY, 1 OUT OF EVERY FOUR CONGRESSIONAL CHIEFS OF STAFF ARE WOMEN.

SIMILAR STRIDES HAVE OCCURRED IN THE MILITARY. IN 1983, 15 PERCENT OF THE FEMALE PERSONNEL WERE OFFICERS; TODAY IT HAS INCREASED TO 21 PERCENT. IN 1983, THERE WERE 255 COLONELS AND CAPTAINS, AND 972 LT. COLONELS AND COMMANDERS; TODAY THERE ARE 476 COLONELS AND CAPTAINS, AND 2,414 LT. COLONELS AND COMMANDERS. YOU ARE DEFINITELY MOVING UP IN THE RANKS.

AND, WE MUST CONTINUE TO PROVE OURSELVES -- WE NOT ONLY CAN DO THE JOB, WE CAN DO IT BETTER. THE FINAL STATISTIC I WOULD LIKE TO LEAVE YOU WITH, IS THAT WHILE THIS MAY STILL BE A MAN'S WORLD, WE WILL, AFTER ALL IS SAID AND DONE, OUTLIVE THEM.