

Chronological: Financial Women International, Honolulu

Senator Daniel K. Inouye Papers
Speeches, Chronological, Box SP9, Folder 81
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Date: June 12, 1992

To: D. Corpuz

From: S. Daly

PRIORITY

Divina...could you please call whoever was your contact for the
Finanical women speech and see if we could get a list of attendees so
we can do thank you letters....the list should be as clean as
possible...with prefix (mr. or ms.) if available...see how many names
there are...it can either be entered here or by Waude...if the list
is too long, unavailable or too difficult to get, see if you can get
the planners of the event and we can just send letters to them. ...we
really want to try and get the letters out by next week so time is of
imporantance! mahalos!

Jane ~~Red~~cliffe
537-8887



May-25th - May 31st
~~Monday - Sunday~~

Susan,

FINANCIAL WOMEN INTERNATIONAL

evening, Tuesday, May 26th ✓

September 18, 1991 5:30 PM

1991 18 15

Senator Daniel K. Inouye
722 Hart Street
Senate Office Building
Washington, D. C. 20510

Kimi
faxed list to
Kimi too

Dear Senator Inouye:

Financial Women International is with members consisting of officers from banks and trust companies. We currently have a membership of 238 as of June 1991. Our mission in the organization is "to empower women in the financial services industry to attain professional, economic and personal goals and to influence the future shape of the industry".

Our organization will be holding our annual Industry Night in May 1992. This is a special night we set aside to thank our employers for their support in our organization. An important part of this evening is focused on our guest speaker whom we've felt have impacted the financial industry. As you have been involved in concerns in this area, I would like to invite you as our guest speaker for our annual Industry Night.

Industry Night will be held at the Ala Moana Hotel with an estimated attendance of 200 members and guests. We have not set the day as we would like to arrange it to suit your schedule. I have been in contact with Clarence Taba, from the Hawaii Bankers Association to get an idea if you would be inclined to scheduling such an engagement as he has been working closely with you. He has been very helpful.

Our invitation is early, to allow us the opportunity to be consider on your schedule. We will be honored if you would accept our invitation.

Jane Ratcliffe
POH 537-8887

Respectfully yours,

Jane L. Ratcliffe
President, Honolulu Group

cc: Mary Lou Jardine

- Maria to follow-up

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1991 SEP 23 AM 11:56

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STATEMENT BY U.S. SENATOR DANIEL K. INOUE
FINANCIAL WOMEN INTERNATIONAL
ALA MOANA HOTEL, HONOLULU, HAWAII

MAY 26, 1992

Our society, founded on the basic teachings of the Judeo-Christian religion, and more recently tempered by the cultures of the Orient, is one of male dominance. From the earliest days of our Founding Fathers, this general attitude has prevailed. It is with deliberate care that I use the word "attitude."

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 had also had Founding Mothers, we may have had a very different, more equal society today.

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 feminine -- the "fairer sex." An aggressive man is a valued employee, an aggressive woman may be trouble. While women throughout this land are surpassing men in many fields of study -- law, accounting, business, engineering -- they continue to encounter unfair, and sometimes discriminatory interactions in the workplace. And so the saying goes, "It's a man's world." Since the origins of this nation, power has been defined by men. It has, in turn, prescribed society's attitudes about the roles of men and women.

-- MORE --

I have been proud to support significant pieces of legislation, to ensure that women are accorded equal educational and employment opportunities, and are provided with the legal protections to ensure these rights. However, attitudes, which have been so ingrained, take longer to remedy. In the 1990 Census, it was reported that women earn 69 cents for every dollar a man earns. The disparity with minority women is even greater. This travesty follows the attitude that women can be paid less because they are not the bread winners. These out-dated attitudes are untrue and unfair. But they exist.

The recent confrontation between Justice Clarence Thomas and Professor Anita Hill during the Senate Judiciary confirmation hearings caused Americans to open their eyes, and re-examine our attitudes about women and men in the workplace. It raised to the national conscience the issue of sexual harrassment. It was high drama -- it was sexy and it was real. America watched wide-eyed as the episode unfolded before them. Most Americans had an opinion -- polls were run -- Thomas v. Hill.

I must tell you that if my mail bags were any indication of public sentiment, a significant number of women believed that Anita Hill was lying, that she was doing this to get attention or to get revenge. Having already decided to oppose his confirmation, as I watched Anita Hill testify in a credible and forthright manner, my doubts about Justice Thomas were magnified.

Anita Hill's strength in coming forward, to speaking her mind, and in questioning the moral character and judicial temperament of Justice Thomas, gave other women the strength to come forward, to challenge what had, for the most part, been acceptable conduct, or a taboo subject. Professional women banded together, stating publicly that they will not take it anymore. Anita Hill became the rallying cry, a unifying force, which has made strides in continuing to change the attitudes of America.

I have tried my best to support issues of importance to women. I am very proud of my 91 percent rating, from the Business and Profession Women USA for my support of women's issues. As a policymaker, it is my responsibility to be sensitive and supportive of the struggles which women continue to face today.

I have two Chiefs-of-Staff -- one is a woman. My Senior Legislative Assistant is a woman. I serve as the Chair of three committees -- two are directed by women. This was not the case ten years ago when my senior staff was solely comprised of men. I believed that if I was going to call upon educational institutions to accept women, and private industry to hire and promote women, I should be willing to do the same. My senior staff members -- men and women -- were selected because of their skills, knowledge, and ability to contribute to my legislative work for the benefit of the people of Hawaii.

However, an overwhelming number of my colleagues have men in these positions. There is a reason -- justifiable or otherwise -- that continues to support a male-dominated staff structure. Most Members of Congress are men, and in order to carry out their responsibilities, they must work closely with their senior staff members. As my colleagues would put it, it is of no consequence if he should have lunch, or work into the late hours with his male Chief-of-Staff. On the other hand, if he should have lunch or work into the late hours with a female Chief-of-Staff -- you can imagine the consequences. This is unfair -- true. This is discriminatory -- true. But, this is motivated by people's attitudes.

Anita Hill has become a political rallying cry which has begun to influence our election process. There are more than 150 women running for the U.S. House of Representatives, and about 20 for the U.S. Senate. This is a substantial number, compared to past years. We have two Democratic women nominees for the U.S. Senate that credit their victory to women's support flowing directly from the issues surrounding Anita Hill.

Changing entrenched attitudes will not occur overnight. It takes time. It takes perseverance. We are seeing positive changes -- we are moving forward. We must continue to chip away at the outdated stereotypes and reinforce positive images of professional women.

It is for this reason I am honored to join you this evening. I wish to commend you and your organization, and to support your continuation and expansion. It is an organization, such as yours, which must work tirelessly to continue to change society's attitudes. It is an organization, such as yours, which is called upon, however unfair, to "prove yourself," as they say.

This sadly reminds me of my youth when American men of Japanese ancestry were rejected under the Selective Service -- we were considered 3F, or enemy aliens. I know it is difficult for many today to even imagine how it felt. I was angry, frustrated and hurt. While it was not necessary for others to "prove" their loyalty and citizenship, we had to prove ourselves. It was a costly demonstration -- costly in lives lost and blood spilt. While we were the most decorated unit in World War II, our sacrifices were many. It was costly, but we proved ourselves. We made a difference. We made it easier for those who would follow in our footsteps.

The same can be said of the women pioneers in Hawaii politics. Twenty years ago, there were 4 members of the 75-member Legislature. Through the years, they blazed a trail in a male-dominated world, and opened the doors for their successors. Today, there are 21 women members of the Hawaii Legislature, and there is a Women's Caucus, which can be credited with bringing greater awareness of family and women's issues into focus, and into action.

When you consider that women comprise more than one-half of the population, a monumental change in society's attitudes could be made if you join forces. Your commitment to excellence, professionalism and success is the best means of continuing to change attitudes. It also paves the way and makes the path a bit easier for future women leaders.

Through your position which you have worked diligently to earn, you have proven yourself, and must continue to do so -- not only can you do it -- you can do it better. Flaunt our success -- let both men and women know that you are deserving of praise, are deserving of recognition because you are skilled and professional. This is the best means of changing attitudes for the better. You are just as good, if not a whole lot better.

And, while this may still be a Man's World, you will, after all, outlive us.