

W O M E N I N F O R E S T R Y
A Network Newsletter

PURPOSE OF THIS NEWSLETTER

This newsletter is the first of its type. It issued from a workshop for female Foresters--initiated by Linda Donohue of North Central Forest Experiment Station--and co-sponsored by the FWP at R-6 and PNW--which was held in Portland in October. (R-6 employees: for a summary of the workshop and recommendations see 1700 CR memo dated November 14, 1979 which was sent to all Forest Supervisors and Forest FWPMs).

The intent of the newsletter is to build a communication and support network among career oriented women in the Forest Service--not just for professional Foresters, but for all interested women. We hope it succeeds.

December 1979

Feature: Detailing for the R.P.A. by Sue Little

The Resource Planning and Assessment (R.P.A.) Program update is the major opportunity that the Forest Service has to influence national resource policy. The update, submitted to the president every 5 years, is a comprehensive report on the current status of our forest and range resources, where they will be in the next 50 years based on current programs and expenditures, and Forest Service recommendations for alternative policies and actions.

In October I was on detail to the Washington Office to work on the National Forest System end of the R.P.A. The NFS-RPA staff laid out five policy alternatives to the Regions:

1. Heavy emphasis on mineral and timber production
2. Low investment in all aspects of operations
3. Heavy emphasis on recreation, wilderness, wildlife, and range.
4. A combination of 1 and 3.
5. The current program

Each Region then supplied the RPA staff with a 50 year projection of each alternative in terms of levels of investment and production in the different resource categories (timber, range, wildlife, etc.).

The Regions also submitted their preference for policy actions by resource element. After screening these data for reasonableness, (the data went through 14 transformation), the RPA staff evaluated the policy alternatives in terms of unit costs, present net worth, and the Regional preference. The RPA update will include an economic analysis of the current program, the Regional preference program, and the best present net worth program.

Points of interest:

1. Any private individual can contribute to the RPA process at the Regional or National Level.
2. The cost- output data is thoroughly screened to conform to reality as seen by the W.O. staff, Peterson, Fodkew, and Bergland.

Working with the system: DETAILING
By Sue Little

Detailing is:

- Providing a concentration of experts on short notice to solve a one-time problem without going through the red tape of personnel.
- Providing employees an opportunity to see the Washington Office, Regional Office, etc., and get an overview of the Forest Service or the Region.
- Providing employees of similar expertise an opportunity to exchange ideas and make contacts.
- Contribute to the career enhancement of employees through visibility--by allowing them to exhibit their abilities, knowledges, and skills at various organizational levels.

If you get an opportunity to detail, here are some suggestions on how to make the most of it:

1. Ask specifically what it is they expect you to do so that you can prepare yourself if you need to. Even assignments which may not sound great can provide good visibility and contacts.
2. While on detail, make sure you do the job assigned--don't get railroaded into xeroxing and fetching coffee.
3. Make a point to contact people who can help your career either in the shortrun, or in the future. The W.O. and R.O. are great places to dome some information interviewing.
4. Don't allow someone else to take credit for the work you do.
5. Have the unit, to which you were detailed, write a memo to your Supervisor about the great work you did. Make sure it is placed in your OPF and Employee Development Folder.

If you would like to detail, you can volunteer. See your Supervisor or personnel officer for details.

BOOK REVIEWS

Rather than presenting a book this time around, I'd like to draw your attention to a Quarterly written by and for women entitled, Women in the Wilderness. This magazine is an outgrowth of a women's collective which shares "common concerns about an integrated life-style that incorporates wilderness activities and a sound, healthy environment". Wondering what that means? Well, here's an article taken from the December 1979, January, February 1980 issue that explains in greater detail what Women in the Wilderness is all about:

WHY WOMEN IN THE WILDERNESS?

Why We Are A Women's Organization: Outdoor adventuring has become a predominantly male domain. As a result, women often depend on men with more skills to take fuller responsibility and to provide learning opportunities on wilderness trips. To move towards equality and independence in outdoor adventures, we believe there is value for women to participate in adventures with other women. This furnishes us with opportunities to gain new skills, be fully responsible, and see one another in the role of competent and independent adventurers.

Why We Encourage Wilderness Experiences: The wilderness offers lessons that are powerful and limitless: It is a radical learning environment. Unlike cities, where we are constantly confronted by restrictions on how we should act, how we should dress, and how we should be, the wilderness is indifferent and does not prescribe the nature of our actions. It is a setting in which all living organisms are fundamentally equal, and thus it becomes a place where the nature of equality for human beings can be explored. An outdoor adventure, whether it is a walk in the park or a major expedition, is an experience where the responsibility can be equally shared. Learning to take responsibility for decisions in the wilderness can move us closer to taking responsibility for all decisions affecting our lives.

The Nature of the Experience: Women in the Wilderness encourages participation in collective adventures in which the leadership/responsibility is equally shared. We hope that through such experiences all women can learn to be responsible caring leaders, able to share their knowledge and learn new skills in a supportive atmosphere.

We intend the term leader to become more closely associated with the sharing of knowledge and understanding, rather than reflection authority and power.

In addition we encourage experiences which move people to make connections between their actions in outdoor activities and their actions in all aspects of their lives.

Environmental Protection: As an organization that encourages wilderness experiences we maintain a strong commitment to protecting our environment. In outdoor adventures it is important for people to minimize their impact on the wilderness environment.

On a broader scale WOMEN IN THE WILDERNESS seeks to move people to actively participate in environmental protection. We can't allow ourselves to be overwhelmed by the immensity of the problems. We must all share in the responsibility of supporting on-going efforts and influencing policies designed to protect the environmental quality.

The Quarterly Collective

The contents of a typical Women in the Wilderness (WW) Quarterly looks something like this:

Features - Articles written by women about their personal experiences in and reactions to the wilderness.

News from the Network - An ongoing forum (much like Letters to the Editor) that members of WW can use to speak to one another, ask questions, offer answers, or make statements on any of their outdoor-related experiences.

The Book Section - Book reviews and recommended readings submitted by women in the WW collective.

Passages: Pages From Our Journals - Poetic reflections and excerpts from journals about outdoor experiences and their impacts on women's lives.

The Directory - Profiles of organizations that have women leaders and/or programs designed specifically for women.

The Calendar - A quarterly listing of specific trips and events led by women.

Good News! Outdoor Job Information for Women - A monthly bulletin (available by separate subscription) listing current job openings, choice volunteer internship positions, and year round career opportunities with a variety of organizations across the nation.

If you have the time and money, I would highly recommend this magazine to women interested in outdoor activities. It not only encourages women to venture out and realize their potential as alive, capable human beings, but also provides a forum for women to share their outdoor experiences and interests and to support and affirm one another as serious, active participants in wilderness activities.

If you're interested in subscribing, here's what you need to know:

Membership benefits include a subscription to the WW Quarterly, notices of special events, a discount on GOOD NEWS!, a job information newsletter, and participation in a growing network and support system.

1 year U.S. is \$10	Canada \$12, Overseas \$15
2 years U.S. is \$18	Canada \$22, Overseas \$28
Retaining \$30	Sustaining \$100
A sample copy of the WW Quarterly is \$1.00	

Send your name, address (including zip code), and phone number to:

Women in the Wilderness
Bldg. 312
Fort Mason Center
San Francisco, CA 94123

MYTHS AND FACTS

("A myth is an ill-founded belief held uncritically, especially by an interested group" (Webster's New Collegiate Dictionary). This section is devoted to demythologizing widely held beliefs about women in our society by presenting a counter view based on recent research findings.)

MYTH: Affirmative action plans apply only to women and minorities.

FACT: According to a recent civil rights update issued by the Forest Service Washington Office, a quasi-official affirmative action plan exists for non-minorities. To quote the update:

"The affirmative action plan that we already have for non-minority males is a model of progress. It appears that the greatest progress in hiring, promotions, contracting out, services rendered, and etc., is occurring with non-minorities. The new Chief has stated unequivocally that affirmative action for minorities and women is to be a fact and not just a plan. This has been interpreted by some to mean that we should do for minorities and women what we already are doing for non-minority males.

Some may ask, 'What is AAP for non-minorities?' In order to visualize the non-minority plan, one must begin to list the incidents of moves associated with providing a "fresh start", "getting a better match for his talent", "critical placements", and all the important moves "to provide needed experience" or "placement to get a much needed job done". In almost every instance, a non-minority is involved. This non-minority plan continues to take precedence over the official Affirmative Action Plan for Civil Rights.

In order to visualize this non-minority plan, one has to list the number of new positions that the organization didn't have five years ago and then categorize the incumbents by race and sex. This is true affirmative action . . . non-minority affirmative action.

In order to visualize this non-minority plan, one has to list by race and sex, the long-term training assignments and eventual organizational placements of the incumbents. The selection and placements will provide a pattern of true affirmative action.

In order to get a handle on this nonstructured non-minority plan, one has to list by race and sex, the number and percent of non-minority contracts let for procurement of items that are commonly available from both minorities and non-minorities.

Like any system, there is a language for this non-minority affirmative action plan. There are those who have their own list of codes and/or definitions. The objectives here are two-fold: to call attention to the fact that the tenets of affirmative action have always been employed by us . . . but minorities and women have not sufficiently benefited, and also, to bring everyone up to speed on the language used to maintain the status quo. A status quo behavior that could exclude the persons who are not now on our roles or not currently being adequately utilized.

<u>Phrase or Word</u>	<u>Meaning</u>
"Hit the ground running"	Usually a person on board who has gone through traditional "chairs" and is, therefore, believed to be more capable.
"Needs more seasoning"	A person who has not made traditional decisions or demonstrated expected behavior.
"We must be sure to get a qualified person for the job"	Negatively presumptive phrase preparatory to making a nonminority selection.
"We need somebody who can handle the job"	Negatively presumptive phrase preparatory to nonminority male selection.
"That person doesn't see the big picture"	An opposing position on a theme or idea.
"Has the person paid any dues?"	A query about whether the applicant has done the same things as the selecting official to gain greater responsibility.
"Good man"	Accolade usually reserved for white males (Have you heard "good woman" used in the same work context
"Take a chance"	Hire a highly qualified minority or woman.
"Insider"	Person who has been or is an employee of the Forest Service.
"We need somebody who understands the field"	A person who can be trusted to make traditional decisions."

QUESTIONS FROM READERS

(This section of the newsletter is designed to provide a forum for women to air problems or situations encountered on the job and to receive helpful feedback from other women in the network.)

Q:

If I don't agree with my supervisor on my performance rating, how do I go about challenging the rating? I find myself cornered, because it's my word against another person's who's worked for the Forest Service much longer than I have.

A:

According to some folks at the North Central Forest Experiment Station, Exhibit 2 of FSM 6143.11 gives instructions on use of Form AD-434, performance rating. Explanation of block 22 pertaining to the discussion of rating by Employee & Supervisor, states:

"22. Rating discussion certification - Performance rating must be discussed with the employee. An employee's certification here does not mean an acceptance or rejection of the rating. It simply indicates that the rating has been discussed with the employee by the supervisor."

Block #24 states that:

"24. Employee's signature and date - Employee signs and dates thus signifying the items shown in Blocks 21 through 23 have been covered by the performance appraisal interview."

What all this organizational jargon means is that if you and your supervisor don't agree with a quantity or quality rating on a major activity, you can either refuse to sign the performance rating or you can sign and comment on the form that you do not totally agree with a certain rating.

Any other responses to this question?

(Please forward your responses and/or questions to Linda R. Donoghue, North Central Forest Experiment Station, Forest Service-U.S. Dept. of Agriculture, Stephen S. Nisbet Bldg., 1407 S. Harrison Rd., Room 250, East Lansing, Michigan 48823.)

THE COLD, HARD TRUTH--WHEN YOU ARGUE, ARGUE WITH THE FACTS!

(This section provides general information on the status of women in the United States.)

DID YOU READ.....? (From WEECN Newsletter) that majority (white) female college graduates, according to the latest available statistics have average earnings less than majority (white) males with a high school education. And, that majority (white) females earned 57% of the amount of the equivalent majority (white) males in 1975--exactly the same percentages as they received sixteen years earlier in 1959. (Reported in EQUAL OPPORTUNITY FORUM from data supplied by the U.S. Commission on Civil Rights, 1979.)

WHAT ABOUT WOMEN IN FORESTRY?

CAREER FORESTERS IN THE U.S. FOREST SERVICE (including WAE's)

<u>YEAR</u>	<u>TOTAL NO. OF FORESTERS</u>	<u>NO. OF WOMEN</u>	<u>% WOMEN</u>
1969	-	0	0
1978	5283	90	1.7
1979	5682	154	2.7

In 1979, 6.5% of the Forestry Technicians were women.

Training and Development

By Mary Albertson

Units are now in the process of completing performance appraisals and employee development interviews. If you have not yet had yours, spend some time thinking about the training which you need to progress towards your career goals. If you are oriented towards line or other managerial positions be sure to discuss, with your supervisor, managerial training and experiences which you should begin to get. Also, if you would like a workshop for women, such as the one held in October, identify that in your training plan.

GRADE LEVELS OF CAREER FORESTERS IN THE U.S. FOREST SERVICE, 1978-1979.

GRADE LEVEL	1978			1979		
	TOTAL NO. OF FORESTERS	NO. OF WOMEN	% WOMEN	TOTAL NO. OF FORESTERS	NO. OF WOMEN	% WOMEN
GS 5 & 7	523	57	11	748	96	13
GS 9	942	29	3	975	47	5
GS 11	1629	2	<1	1692	9	<1
GS 12 & 13	1798	2	<1	1860	2	<1
GS 14	273	0	0	289	0	0
GS 15	118	0	0	118	0	0

(Information courtesy of Kitty Laing, Personnel Management Specialist, WO)

For new network members and those who wish to contribute to future newsletters, send your information to the following people:

Feature articles on human and natural resources; Fact articles dealing with regulations or working with the system:

Sue Little
Pacific Northwest Forest and Range Exp. Station
809 NE 6th
Portland, Oregon 97232

Training and development opportunities; Job openings; Address updates:

Deborah Black
Powers Ranger Station
Powers, Oregon 97466

Book reviews; Myths and facts; Questions and answers; Statistics:

Linda R. Donoghue
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(Special thanks to Mary Albertson, Jane P. Kollmeyer, Susan Odell, and Monica Roppo for their contributions. LRD)

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MEMBERSHIP/SUBSCRIPTION

CHANGE OF ADDRESS

Membership benefits include a subscription to Women in Forestry, job information as it becomes available, and participation in a growing network and support system. A subscription includes the newsletter only.

1 year membership (\$10)

Change of address

1 year subscription (\$8)

Yes, I am willing to contribute articles, book reviews, statistics, or other information to the newsletter.

Name _____

Job Title _____

Organization _____

Mailing address: Home Work

Address _____

City/State/Zip _____

Phone/Work () Home () _____

Please make checks or money orders payable to WOMEN IN FORESTRY and send to:

Linda R. Donoghue
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East Lansing, MI 48823

