

Women managers—There's still a long way to go

by Marsha Shewczyk

Women are probably the most discriminated against of all minority groups especially when it comes to managerial positions. But in Warm Springs, as in most cities women are slowly climbing up to those management positions.

Even though the tribal corporation boasts of nearly 6 departments only 8 women managers are to be found. There are also a few program directors who are women, but again not as many women hold such positions as do men.

It has been a long struggle for women to prove that their capabilities in business are equal to men's in many professions. Many biases have prevented women from attaining supervisory positions sooner. Women rarely attain executive positions in any corporation except in a secretarial capacity.

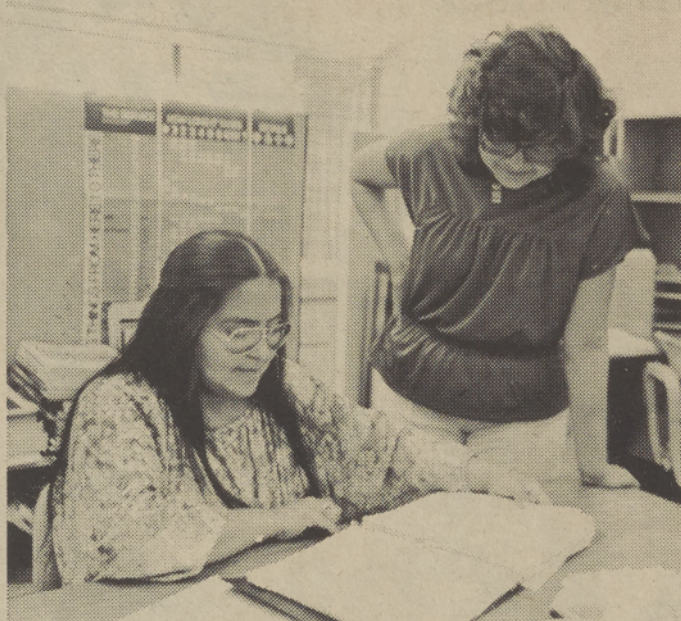
In many corporations including the Warm Springs business offices women have become managers because they have worked with the tribe for a long enough time to acquire knowledge in certain areas.

"Men do listen to women"

Orthelia Miller began working for the Tribe fifteen years ago. For eleven years she has been in the purchasing department. Beginning as a clerk, Orthelia is now manager of the purchasing department. She has seen the tribal departments expand from 10 to 60. The purchasing department has only recently caught up to meet the many department's demands by expanding its facilities and increasing its staff.

Like many woman managers Orthelia found that a woman manager has to go through a little more than a male coming into that same position. She must work harder to prove her ability. The men with whom women managers work must learn to overcome their prejudices against women. Orthelia says that "once this barrier is crossed then communication of ideas can take place. And she says that "men do listen to women."

The most important characteristics of a manager Orthelia feels is knowledge of the business and communication abilities. "The difficult part of being manager is knowing how to manage and



Manager—Purchasing manager Orthelia Miller with another member of the purchasing department, Louise Jackson.

delegate authority," she says. It is something that must be learned with the position.

Edith Danzuka is another woman who has been employed by the Tribe for a long time, since 1938. She says she has no trouble dealing with women but, "Some men are reluctant to come in and talk to me. I can sense it. If Ken is gone they have to come in. They don't like to but they do it."

The only thing Edith doesn't like about her job is public speaking. She even took a Dale Carnegie course, she says, which hasn't changed her attitude about it much. She says, "when I have to do it I do it."

Juanita Borland says she's "in a unique position. Any orders that are issued come from Tribal Council and the committees. They give me all kinds of support."

In regards to dealings with other managers, particularly male, she says "I'm sure women in other departments have a much tougher time."

The thing Juanita dislikes most about her job is basic red tape.

Information Center manager, Faye Waheneka has no difficulty at all dealing with male or female employees or managers. She is in a relatively isolated position. Like many managers, reprimanding seems to be the most difficult part of the job. She feels on the whole that she works well with the other tribal employees at all

levels.

Managers are expected to put in more than a mere 40 hour week. Women managers put their share in at the office and then again put more time in at home. This is often times used as an argument against women managers.

It's almost necessary, though, to be able to forget about work once the office door is locked for the night. Orthelia said that she had to learn to allow time for herself. She has taken a class in landscaping, she bowls, golfs and reads. Edith Danzuka goes rootdigging or hunting wild carrots. She compares it to a man's going fishing.

There are some overt examples around of the difficulty women and men managers have in feeling comfortable with one another. Irene Wells chief judge at Warm Springs sends the male legal administrator of the office to managerial meetings. She feels that the men are more comfortable with a man representing the department.

"Some men are reluctant to come in and talk to me"

She says when she goes to meetings in Portland she'd rather spend her time shopping than with the guys after meetings are dismissed. The interests are different.

"It has taken some time for many people to get used to my

managerial position," Irene says. She thinks that some men may feel a little jealous. Also culture has a lot to do with the difficulties women face, particularly in the Warm Springs community. She says, "Men have always been the leaders. They are the ones that are supposed to make the decisions."

"There are certain things men do not wish to share with a woman"

Personally, Irene feels on an equal level with other managers despite her gender. She says she realizes "there are certain things men do not wish to share with a woman," manager or not. She feels, though, that they have accepted the fact that she has the ability to perform her job well. Her eleven years as chief judge has given her that ability.

What do male managers think of female managers? Several male managers questioned felt that knowledge and basic education were qualifications for a management position. Some felt that most women just did not have the background for that sort of job.

It was pointed out by BIA administrative assistant, Gerald Smith that women are more easily able to enter new fields where men haven't already taken over, where men are as ignorant of the subject as women are. He also encourages everyone to become competent in managerial skills and get that kind of education when they can.

Another manager questioned felt that women were often inadequate in their position simply because they "haven't had a chance to advance," but he says that he feels "women are coming along."

As a man working in a subordinate position to a woman at one time one male manager felt his aggressiveness overruled the female manager's position.

Personality then is a major part of the position of manager. Women can be as assertive as men, given the experience and knowledge. Also, respect was mentioned as being important in a position. It must be earned. It does not come with the title.

Employees in non-managerial positions seemed to favor a male manager. Personality, again, was a main

factor. Some felt that a man was able to establish better rapport with the employees. Also he was able to command authority to a greater degree. One employee mentioned the knit-picking of women.

These attitudes probably stem from an ingrained belief that women were made to take care of the home and, men to be in business. No single manager questioned, male or female, felt a woman's place was necessarily in the home. However cultural evidence indicated the contrary.

Other prejudices exist because of a double standard. Many people feel that women are too emotional and cannot handle stressful situations as rationally as men. An example might be due to the nature of flying off the handle. If a male manager reacted in that manner it would probably be due to the nature of his job, but a woman would act that way because she was not equipped to handle responsibility. Or when a man is aggressive as compared to a woman, he is ambitious and enterprising; she is considered abrasive and trying to be a man. When a man pays attention to details he is thorough but a woman is niggling.

"Women have to stop jumping up when someone says 'coffee'"

There have been many written advances for women but individual attitudes have lagged behind. A 1976 poll revealed that 60% of men prefer a male boss and 63% of the women also prefer a male boss.

In the business world, because the majority in control are men it seems to be up to men to determine whether or not women can climb the ladder into managerial positions. Warm Springs has a little of that air about it like any place.

Warm Springs is a good place to work and has a relatively good opportunity for the advancement of women. But middle management positions need not be the height of a career for a woman. Little by little women are gaining the experience necessary to take over more management positions and even higher level positions.

One lady manager somewhere, sometime said, "women have to stop jumping up when someone says 'coffee'."

Attention class of 1975

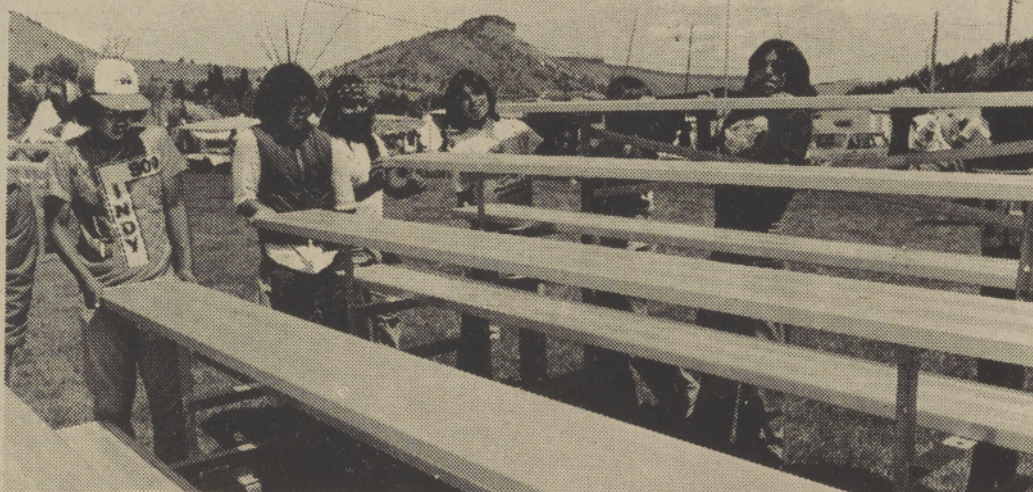
We are planning our five year class reunion for July 26, 1980. The festivities will begin at 11:00 a.m. on the west side of the second dock of the Cove. The day at the Cove will be a "bring your own picnic", for you and your family. Be sure to bring along any equipment for games (softball, volleyball, etc.).

There will be a dance beginning at 8:00 p.m. at the Elks Lodge in Madras. There will be drinks of all kinds at a reasonable cost.

Please let us know by June

30, 1980, if you will be attending our reunion, and how many you will be bringing to the dance. WE'LL SEE YOU THERE!

Also, we need your help with finding people from our class. If anyone knows the addresses of these people, or how to get in touch with them, please let us know as soon as possible. Those people are: Lee Allison, Alan Baird, Anita Austin, Jim Grant, David Buckingham, Ted Hurtado, Don Perry, Sylvia Northrup, Karen Sullivan and Mike Swanson.



THANKS to the many who helped with Pi-Ume-Sha