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HEARING BEFORE THE COMMITTEE ON HUMAN RESOURCES UNITED STATES SENATE

NINETY-FIFTH CONGRESS

FIRST SESSION

ON

MARY E. KING, OF THE DISTRICT OF COLUMBIA, TO BE
DEPUTY DIRECTOR OF THE ACTION AGENCY

MARCH 4, 1977

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NOMINATION

FRIDAY, MARCH 4, 1977

U.S. SENATE,
COMMITTEE ON HUMAN RESOURCES,
Washington, D.C.

The committee met, pursuant to notice, at 9:35 a.m., in room 4232, Dirksen Senate Office Building, Senator Alan Cranston presiding, pro tempore.

Present: Senators Cranston, Randolph, Pell, Nelson, and Javits.

Senator CRANSTON. The hearing will please come to order.

Mary, we are delighted to have you here at the Senate confirmation hearing on your nomination. We are very pleased that President Carter has nominated you to work as Deputy Director of the ACTION Agency with the Agency's newly appointed Director, Sam Brown.

We will insert in the record at this point your biographical sketch.
[The material referred to follows:]

(1)

ACTION NEWS

PEACE CORPS VISTA UNIVERSITY YEAR FOR ACTION FOSTER GRANDPARENT PROGRAM
RETIRED SENIOR VOLUNTEER PROGRAM SENIOR COMPANION PROGRAM
SPECIAL VOLUNTEER PROGRAMS
Office of Public Affairs, 806 Connecticut Ave., N.W., Washington, D.C. 20525

Biographical Sketch

MARY E. KING

Mary E. King, 36, the president of a Washington-based management consulting firm and a national organization of women business owners, has been appointed deputy director of ACTION, the federal volunteer service agency, by President Jimmy Carter.

As deputy director, Ms. King will help supervise the activities of more than 236,000 volunteers serving throughout the United States, Puerto Rico, the Virgin Islands and Guam, and in 65 developing countries abroad. ACTION programs include the Peace Corps, Volunteers in Service to America (VISTA), Foster Grandparent Program, Retired Senior Volunteer Program (RSVP), Senior Companion Program and University Year for ACTION.

Ms. King started Mary King Associates, Inc. in 1972. The firm provides voluntary organizations and government agencies with research, technical assistance, planning and policy studies in health care, criminal justice, and drug and alcohol abuse.

In the 1976 Carter presidential campaign, Ms. King served as national director of the Committee of 51.3%, named for the proportion of females in the population of the United States. She was also Governor Carter's advisor on women and steered his Health Policy Task Force.

She is a founder and president of the National Association of Women Business Owners. She is a member of the board of the Women's Action Alliance and served on the Committee on Women and Employment of the U.S. National Commission for International Women's Year. She is a member of the American Public Health Association Task Force on Jails and Prisons, and serves on the boards of numerous local and national voluntary organizations, including the Women's Campaign Fund.

Prior to starting her own business, Ms. King served with the Office of Health Affairs of the U.S. Office of Economic Opportunity, developing prototype health programs for both rural and urban low-income areas throughout the country. She also filled the special role of a trouble-shooter with consumer and voluntary action groups.

During the civil rights movement of the early 60s, Ms. King was assistant director of communications for the Student Nonviolent Coordinating Committee (SNCC) in Atlanta, Ga. and Jackson, Miss. In that role, she provided support for protection of the physical safety of voter registration workers across the South, as well as assisting the national press corps. Other efforts included assisting in the development of literacy and political participation programs.

In 1962, she was a human relations specialist under a Marshall Field Foundation grant to the College Division of the YWCA in Atlanta. In that role, she traveled to white and black colleges throughout the South.

She has contributed to several national publications. Her lectures, papers and presentations have covered the areas of prison health services, women in business, mental health, women and health, and citizen participation.

She graduated from Ohio Wesleyan University in Delaware, Ohio in 1962 with a bachelor of arts degree and is a candidate for a master's degree in business administration in a special program for executives of major corporations at Loyola College, Baltimore, Md.

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A native of New York City, Ms. King is the daughter of Rev. and Mrs. Luther W. King of New York City. Her father is a Methodist minister and her mother is a nurse-educator with the New York City Board of Education.

She is married to Dr. Peter G. Bourne, a psychiatrist who has been named special assistant to the President for mental health and drug abuse. The couple resides in Washington, D.C.

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[Excerpt from the U.S. Government Manual 1976/1977]

ACTION's purpose is to strengthen the impact and appeal of citizen participation in programs providing personalized services to people whose needs are compelling, both at home and abroad. In striving to reach its goal of a system of volunteer service which uses to the fullest advantage the power of the American people to serve the purposes of the American Nation, the Agency identifies and develops the widest possible range of opportunities for mobilizing the American spirit of service among all ages. It provides centralized coordination and administration of domestic and international volunteer activities sponsored by the Federal Government.

ACTION was created as an independent agency under the provisions of Reorganization Plan 1 of 1971, effective July 1, 1971, and Executive Order 11603 of June 30, 1971, with legislative authority provided by the Peace Corps Act of 1961 (75 Stat. 612, as amended; 22 U.S.C. 2501), for international operations, and the Domestic Volunteer Service Act of 1973 (87 Stat. 394; 42 U.S.C. 4951), for domestic operations. It is divided into three administrative areas: its headquarters in Washington, D.C., 10 domestic regional offices, and an overseas operation supported by country staffs.

Senator CRANSTON. During the weeks preceeding the actual announcement of your nomination, my office received a number of letters of commendation for your work in the fields of health and mental health and to promote equality for women and black Americans.

I am pleased that President Carter has selected a person of your demonstrated commitment and accomplishment to this leadership position in the ACTION Agency. I think it is particularly wonderful that somebody who has fought as you have fought the battle for the rights of all Americans has been recognized as one who, out of that background, is so well qualified to take a very important role within the Government in this administration.

I look forward to working very closely with you and Sam Brown to further the purposes of the very fine programs with their many important ramifications that are under the umbrella of the ACTION Agency.

Senator RANDOLPH. Mr. Chairman, it was my privilege a few days ago to counsel with Mary King. I was impressed by her commitment and knowledge during our discussion of the work that she will be doing as Deputy Director of the ACTION Agency.

I previously had the privilege of discussing the important work of the agency with Sam Brown, whose nomination was favorably reported from our committee and subsequently confirmed by the Senate.

There has been general approval of your selection by President Carter for this important position of leadership. You will be, I am sure, not only equal to the task, but also bring to this responsibility creative and resourceful ability.

It will be a privilege to support your nomination and to vote for you when your nomination is considered in the Senate.

Senator NELSON. Mr. Chairman.

Senator CRANSTON. Senator Nelson.

Senator NELSON. May I say I just wanted to join in endorsing what Senator Cranston said.

I know Mary King, who is a very able, thoughtful, and dedicated American citizen—one who has worked very hard in the civil rights field and the mental health field. I think President Carter has made a superb appointment. I am happy to see you here today.

I do not have any questions to ask.

I have visited with you a number of times and share your viewpoint on many important issues. I am personally satisfied that you will do a superb job, and I am delighted that the President appointed you.

I am working on a draft of the Code of Conduct and Ethics against a deadline, so I am going to be unable to stay here for the hearings.

I am delighted with your nomination.

Senator CRANSTON. Since Senator Javits is not here at the moment to introduce you, I would like to ask at this point if you have an opening statement you would like to make.

I would like to add that Senator Hollings also wanted to be here. He is at the breakfast that Senator Javits is attending, and has been delayed.

We will insert his introductory statement in the record at this point.
[The following was received for the record:]

STATEMENT OF SENATOR ERNEST F. HOLLINGS TO HUMAN RESOURCES COMMITTEE
ON BEHALF OF MARY E. KING, nominee for Deputy Director of ACTION.

I first met Mary King in 1969 when she was working for OEO on the development of the Beaufort-Jasper Comprehensive Health Services Program in the low country of South Carolina. The Neighborhood Health Center program, as it was popularly called, has turned out to be one of the great successes of the war on poverty and about 200 of these programs are now in operation. Designed to bring needed health services to low income areas with serious disease and disability problems, each Health Center was tailored to the particular needs of its surrounding community.

In 1969 I went on a tour of my own state and found tremendous problems of hunger and parasite infestation.

Beaufort and Jasper counties cover 1487 square miles including some 400 islands, many of which are lightly inhabited and difficult to reach. The population in 1970 was 63,000 persons, many of whom were poor. I had not realized it before my tour, but the health status of this area was among the worst in the nation. Infant mortality was about 33 infant deaths per 1000 live births. Incidence of hypertension was very high.

With my strong backing, and with Mary King representing the national Office of Economic Opportunity, the program began operation in the summer of 1970. Today, infant mortality is about 19 per 1000 births, just above the national average of 16. Doctors at the Medical University of South Carolina in Charleston maintain that Beaufort County now has the lowest rate of death from coronary heart

disease in South Carolina.

Today the Beaufort-Jasper Comprehensive Health Program is under HEW and serves 22,000 persons with 29 formerly poor family health workers especially trained for the program, 16 nurses and 7 physicians, three of whom are on assignment from the National Health Service Corps. It has an extensive nutrition program, and a transportation system which transports 3500 patients per month. It has a Demonstration Water Project to explore delivery of pure water to rural residents, and 1,617 families now receive a pure water supply of a planned total of 2500.

The Beaufort-Jasper Comprehensive Health Program is an outstanding success and is very dear to my heart. Much of its success is due to Mary King's enthusiasm and initiative, and to her willingness to roll up her sleeves and assist the citizens of Beaufort and Jasper Counties.



COMMITTEE ON
LABOR AND PUBLIC WELFARE

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National Association of Women Business Owners
2920 M St., N.W.
Washington, D.C. 20007
202 338-8966

March 2, 1977

Honorable Harrison A. Williams, Jr.
Chairman
Committee on Human Resources
United States Senate
Washington, D. C. 20510

Dear Mr. Chairman:

The National Association of Women Business Owners is pleased to present this statement in behalf of Mary King, nominated by President Carter to be Deputy Director of ACTION.

The Association was formed by enlightened women entrepreneurs to communicate and share experiences and talents with others in ownership or management positions and to use their collective influence to broaden opportunities for women in business. The result is a stable, enthusiastic and fast-growing organization offering programs, services, and influence in diverse areas of business operations to all levels of Association membership and others from the experienced owner to the woman interested in starting her own business. The membership is comprised of women in all phases of business including manufacturing, retail and the service industry. This vital mix of members provides a stimulating forum for the experienced business woman and the business woman branching into new endeavors. The Association is committed to making women full partners in the world of business. Although there are several outstanding organizations for business and professional women, none of them differentiated between women who worked as executives in someone else's business and women who had taken the risk of capitalizing a business of their own.

SERVING THE PROFESSIONAL NEEDS AND INTERESTS OF THE WOMAN ENTREPRENEUR

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Mary King has been an important force in this movement. She was one of the founders of the Association and now serves as its President (pending her Senate confirmation as Deputy Director of ACTION). She has also served as First Vice President on two previous boards, including the original one. In her capacity as active and involved member and officer, Ms. King has frequently represented the interests of the woman entrepreneur in varied forums.

As part of a forward-thinking group from the Association that recognized the former Administrations' lack of activities and interest regarding women entrepreneurs, meetings were instituted with high-level White House officials in an effort to address both the needs of women business owners and to seek solutions to many of the problems encountered by them. These meetings, and the intense follow-up activities that subsequently occurred, were the genesis of future Association efforts to heighten the visibility of the woman business owner, increase her economic success, and extend contracting opportunities available to her in both the public and private sector.

When the 1975 World Conference on Women convened in Mexico City in 1975, the Association sent two representatives -- Mary King and Denise Cavanaugh -- to address the issue of entrepreneurial activities of women as well as to seek out similar groups and associations from other countries.

In other Association-related activities, Ms. King, along with Inez Austin, testified before the then Select Committee on Small Business of the United States Senate on contracting problems women business owners had with the Small Business Administration. We believe that as a result of this testimony as well as the high-level White House meetings and follow-up efforts of key Association members and officers, many positive benefits have resulted. Women have been added to the Advisory Committees of the Small Business Administration. A Women in Business Committee was formed by the SBA. Most recently, an advocate for women in business has been named by SBA. After the Association brought to SBA's attention the fact that their award to the "Small Businessman of the Year" seemed to exclude women (even though at least one award went to a man/wife team) the name of this award has been changed. The SBA has made significant strides to equalizing the treatment that men and women receive from that agency. More needs to be done, and the Association will continue to work with the SBA in this area.

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Ms. King, as an individual business owner and an officer of the National Association of Women Business Owners, also actively worked to have business credit included in the Equal Credit Opportunity Act. In addition, she testified before the Federal Reserve Board during its consideration of regulations implementing the Equal Credit Opportunity Act to insure that sex discrimination and business credit was included. In the final regulations that were recently promulgated, sex discrimination and business credit have been addressed by the Board.

In the furtherance of the goals of the Association, Ms. King was among the representatives of the Association who presented a proposal to the Equitable Life Assurance Society of the United States for a pilot project which involved the compilation of a directory of women-owned businesses in the Washington/Baltimore area. No national directory existed, and Equitable was anxious to seek out women entrepreneurs in an effort to provide contracting opportunities. The Association has recently completed this pilot project. The directory will be printed by mid-April of 1977. In addition, the Association is now in the initial design stages of a national directory, again with private funding from Equitable.

Recognizing that the group that had formed the Association was largely Washington-based, Ms. King and the 1975 Board of Directors, in response to hundreds of requests from women all over the country, decided that the network of women entrepreneurs that had been established and the services the Association offered were in great demand in all parts of the country. The Association is now in the process of establishing chapters throughout the United States in an effort to provide a network of women entrepreneurs who can share expertise, assist women who want to form their own businesses, and refer business to one another.

Ms. King also was designated as the Association's representative to the Women's Action Alliance, a group of approximately 100 women's organizations from 28 states organized to form a coalition and to draw up an agenda for achieving full equality for women over the next decade. She and other Association members actively participated in the formulation of the Women's Agenda which discussed and evaluated difficulties women encounter

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in varied aspects of American life. One of the planks in the Women's Agenda deals with the current and future role of the woman entrepreneur.

Presidential candidate Jimmy Carter addressed the U. S. National Women's Agenda Conference in Washington, D. C., in October of 1976 -- the only Presidential candidate to attend even though all were invited. In this speech, Jimmy Carter said: ". . . I understand the special discrimination that has hurt women for so long in this country. I particularly recognize the special economic forces that face women who work outside the home." He specifically indicated that he would direct the Office of the Federal Contract Compliance Programs in the Department of Labor to enforce the Executive Order forbidding discrimination by federal contractors or subcontractors. As he said: "This will help women as employees and as business owners to have a fair share of government contracting." He also spoke of curbing "unfair economic practices such as discrimination against women in obtaining credit and insurance. Business women in particular have been held back by these unfair practices, and they must be halted." In this speech, he also relayed the personal assistance he had received from the SBA in the formative stages of his own business. In summarizing his experiences, he said: ". . . the kind of business assistance, with loan guarantees, financial advice and constant support that is now absent from the life of the woman entrepreneur . . . will be a part of Small Business Administration when I become President. You can count on that." As Presidential-candidate Carter's advisor on women, Ms. King played a major role in focusing the candidate's attention on these issues.

In summary, while the National Association of Women Business Owners is pleased that one of its members (and current President) has been selected by the President of the United States to hold a high office within the Federal Government, we regret the loss of Ms. King, one of the most active and involved members of the Association since its inception as well as an individual who has done much to upgrade the image of the woman business owner and to bring together women entrepreneurs in an effort to increase their economic input and output by bringing them into the mainstream of business in the United States.

Senator CRANSTON. Now, Mary, you may proceed.

**STATEMENT OF MARY E. KING, OF THE DISTRICT OF COLUMBIA,
NOMINEE FOR DEPUTY DIRECTOR OF ACTION**

Ms. KING. Thank you, Senator Cranston.

Much of my life, as you suggested, has been spent working for civil rights, an end to poverty, betterment of public health, and equal rights for women. I feel a deep empathy with people who want and work for responsible social change.

The separate programs of ACTION were born out of the strong traditions of idealism and collective voluntary endeavor that created America.

In the first decade of their existence, the Peace Corps and VISTA were a source of substantial material help to many thousands; of hope and inspiration to millions. Volunteers at home and abroad worked long and hard to help alleviate the twin burdens of poverty and powerlessness.

Now there is hope for a new climate of restoration and positive action. Inspiration is replacing negation in our country.

As the principal Federal vehicle for Americans who want to get involved to help solve their own problems, ACTION can and should capitalize on this feeling of renewal.

Every Government agency likes to call itself a people's agency, but ACTION precisely fits this description.

Through such programs as RSVP and foster grandparents, it directly delivers services to people who need them most. As such, ACTION is not a bureaucracy of elitists trying to impose solutions from above but the Federal agency uniquely centered on the conviction that, given the proper support, people can best solve their own problems.

An agency such as ACTION, in the pursuit of its larger goals, must care about people helping themselves. It must foster and support innovative, responsive efforts by those who want to gain better control over their individual and collective lives.

A revitalized ACTION agency can do much to help restore the validity and integrity of self-help and hard work, both here and abroad.

As you may know, the President has also asked me to continue serving as special adviser on women. All of ACTION's concerns have a direct link here. For instance, the principal activities of Peace Corps volunteers are in agriculture, health, and education. Worldwide, women are the chief producers and preparers of food, particularly in developing countries, and dispensers of primary health care. Their lack of education puts a burden on all society.

The Peace Corps can substantially upgrade the status of women because its volunteers are in intimate daily contract with their lives and problems. Domestically, VISTA volunteers can have a similar impact.

Volunteers have made a significant difference in the past, whatever their programs, wherever they have served.

But what of the future? If we are to be effective, if we are to use our financial and human resources wisely and productively, we must have programs that reflect the needs of local communities and creative plans that respond to their problems and their hopes.

We must also broaden the volunteer base to include and involve those who may now feel left out of our complex society: the elderly, the unemployed teenager, the forcibly retired, displaced homemakers, the very poor and the illiterate.

In my estimation, the major question we face as a society is what kind of people are we when we are at peace, when we have relative domestic tranquility, even after our basic values have withstood severe testing and have survived?

The programs of ACTION provide some of the answers to these questions.

Volunteer activism is one of our richest heritages. I hope to see the agency become one catalyst for redefining our sense of purpose and for helping renew our national priorities. Perhaps in the future, successful ACTION programs may serve as models for a people dedicated to volunteer service at all levels of our national life.

I hope that I too, working with you and Sam Brown, can help regenerate that unique spirit of voluntary action upon which America was founded.

Thank you.

Senator CRANSTON. Thank you very much for an eloquent, very, very effective statement.

Some of the questions which I will ask you this morning you may wish to respond to later in writing, after reflection, rather than now. So feel free to indicate that if you wish to as we go along.

Also if you wish to supplement anything you say now with written responses afterwards, that will be fine, too.

Finally, when you agree to look into a particular matter, I would appreciate it if you would let me know in writing within a week when the committee can expect to receive a written followup on matters that require investigation and further time on your part.

There is one question that must be asked of all Presidential appointees by direction of the Democratic Caucus, and that is this.

Do you agree to appear voluntarily when invited to testify before all duly constituted committees and subcommittees of the Congress?

Ms. KING. I do.

Furthermore, I would like to say it is with pleasure, since I think we need your help to do what we have at hand.

Senator CRANSTON. Have you reviewed the legislative history concerning the 1971 reorganization plan which led to the creation of the ACTION Agency?

Ms. KING. Yes, I have.

Senator CRANSTON. Did the record of that history have any particular impact on your perception of the individual programs in the agency or in regard to the agency's mission?

Ms. KING. I would say one impression I had was that the purpose for reorganization was not clear to me. I did not feel, reading the hearings, that I completely understood exactly what the objective was and what was intended.

I might add that I still am not sure that I understand exactly what was intended.

The net result was a reduction in prestige and stature of the individual components, and the program identity for many of the programs, I think, has been lost.

As Sam Brown said last week, he has never met anyone who volunteered for ACTION. They volunteered to work for Foster Grand-

parents, VISTA, or Peace Corps. We intend to restore the luster to the individual programs which are still a source of excitement to individuals.

Senator CRANSTON. You emphasized restoring the identity of the individual programs. I presume that is one facet of Agency operations in which you will be particularly involved.

Ms. KING. Yes; we intend to do as much as we can to restore the identity of the individual programs.

Senator CRANSTON. Have you reviewed the text and the legislative history of the Domestic Volunteer Service Act of 1973, and the amendments to it?

Ms. KING. Yes, I have.

Senator CRANSTON. Did the legislative mandate, as expressed in the statute, differ in any significant way from your perception of what the ACTION Agency was all about?

Ms. KING. No, Senator Cranston.

I was at OEO some years ago, and I would say there was no incongruity with my understanding of the legislative intent of the Senate.

Senator CRANSTON. Former ACTION Agency officials perhaps felt that the Domestic Volunteer Service Act was not as flexible in its authorization as they would have liked it to be.

Do you feel this is the case? And if that is your feeling, in what ways would you like to see the legislation amended?

Ms. KING. That is a question that I think would be premature for me to answer. I do not feel I am on top of the operations of the agency at this point to answer that with any clarity. However, my initial impression is one of significant flexibility for us to increase the agency's effectiveness in rural development, with the problems of cities, in health and mental health and all aspects of local problem-solving related to poverty.

Senator CRANSTON. I can well understand that.

How do you see the agency's title I full-time volunteer programs—VISTA, UYA, and part C programs—addressing the issues of the late 1970's?

Ms. KING. Again I would like to have a chance for direct exposure to those programs.

Particularly in light of the actions of Howard Phillips at OEO, both Sam and I have attempted to maintain an arm's length distance from the agency until we were confirmed from the Senate.

Consequently, I have few personal impressions. I would like to, if I may, talk with you further on that after I have had a chance to take a deeper look.

Senator CRANSTON. Certainly.

How great a role do you think these programs should have in continuing to address the unsolved problems of the sixties, such as those relating to poverty, which, of course, is still an issue that must be dealt with in the seventies?

Ms. KING. You have, in part, answered the question as I would answer it. The unresolved problems of the sixties are the unresolved problems of the seventies.

We, of course, have an overlay of new problems, and I hope some new solutions, but I think that the poverty emphasis of ACTION must be maintained, and that is part of the reason for my wanting to be there.

Senator CRANSTON. Thank you very much.

I will interrupt now to give Senator Javits an opportunity to introduce you to all of us, since he knows you so well.

Senator JAVITS. I think I will let it go at that, Mr. Chairman, and when my turn comes, there are some questions I would like to ask Ms. King.

We examined her rather carefully in the Foreign Relations Committee. She did very well there. I have no doubt she will do very well here.

She is young, she is fresh, and she is new. And she has got her health, and that is the best introduction for a big job.

Senator CRANSTON. What kind of experimental jobs would you like to see the ACTION Agency undertake?

Ms. KING. There are three areas that Sam Brown and I have discussed so far. I anticipate there will be more.

He has specifically asked me to develop new initiatives in three areas, one of which pertains to the relationship of the agency to the voluntary agencies in the private sector.

We do not know what that will mean. That is simply exploratory at this time. Both internationally and domestically it does seem clear there has been "a head in the sand" posture on the part of the agency in dealing with some of the private resources that were available.

So one of the areas that I will be looking at is the nature of the relationship which should exist between the agency and private organizations: neighborhood organizations, unions, blue collar organizations, women's organizations, organizations of the elderly, as well as the historic and more traditional voluntary agencies.

Another thrust that Sam has asked me to handle involves health and mental health, again both internationally and domestically. ACTION can play a significant role in services delivery and in shaping citizen participation in these crucial fields.

And, third, the area of women. I have already addressed that briefly in my opening statement. The questions associated both domestically and internationally and the problems of women in developing countries, are of great importance to women, and will receive special policy attention from me.

Senator CRANSTON. What steps do you feel should be taken to insure that the Federal Government's involvement in voluntary programs in one way or another does not duplicate or undermine or demoralize such efforts in the private sector?

Ms. KING. I think that is an important question. I think this must be a very delicate relationship, and we want to make sure that in no way the Federal Government trammels on what should be precisely private.

ACTION should support the work of the private voluntary sector but must not try to force consensus. It should support the diversity, spontaneity, and pluralism of these private voluntary organizations.

Senator CRANSTON. I am glad you recognize the importance of coming to grips with that because it is a vitally important aspect of your responsibility.

The ACTION agency budget request for fiscal year 1978 included an item for funding for displaced homemakers programs and similar efforts designed to assist women in entering the labor market, or in upgrading their skills by first gaining experience as volunteers.

Do you support the ACTION agency's involvement in such efforts?

Ms. KING. Quite enthusiastically.

I might also point out that the President has great interest in this area and that there is strong general interest, I think, ahead in many issues associated with women. The whole question of volunteerism is a cutting issue for women, as women have for so long been the backbone of voluntary action but often do not receive recognition or credit.

I have seen some of the work being done in this area, and I find it exciting and important.

Senator CRANSTON. What relationship do you feel such demonstration programs have to pending Federal legislation for displaced homemakers and currently operated State-funded demonstration programs to assist displaced homemakers?

Ms. KING. I am not sure I completely understand your question.

Senator CRANSTON. Do you feel that there would be any conflicts involved between the ACTION agency developing demonstration programs in this area and pending legislation regarding displaced homemakers or currently operating programs that are funded by the States?

Ms. KING. I should not think so. I understand that 21 States now have legislation, either passed or pending, concerning displaced homemakers.

I would think this would make the relationship a much more smooth one and there would be more congruence between what we would try to do, other levels of Federal interest, and the interest of the Congress in its pending legislation. I would think the whole package would be a much more cohesive one as a result of State activity.

Senator CRANSTON. There are some bills pending, one by Senator Bayh on this side and by Yvonne Burke on the House side, that would launch a major Federal program.

I would suggest you take a careful look soon at those to see what the impact would be of the ACTION agency taking the lead in this area.

What will be your role, if you are confirmed as Deputy Director of the agency, what principal responsibilities in that role will you have?

Ms. KING. Sam and I are still in the process of working that out.

In the past, the Deputy Director has managed and administered the agency. But Sam has said he believed that my programmatic involvement and my background in substantive issues addressed by the agency would be better utilized if I maintained strong policy and programmatic involvement in the activities of the agency.

In addition, he has a strong personal interest in correcting the abuses that have occurred in the past in the personnel budget systems and in some of the administrative components of the agency.

One thing seems clear, and that is that Sam and I will both be deeply involved in programs and that there will be subsequent delineation of policy responsibility.

For example, the three areas that I mentioned—health initiatives, the relationship with the voluntary sector, and the concerns of women—those will be my responsibility.

I assume there will be other programmatic areas that I will be responsible for.

He, on the other hand, plans to generate some special efforts in the areas of neighborhoods and youth. I believe he is already on record before you in those two areas.

I think the short answer is that we are not exactly certain. We will both be involved in program and policy, and both be involved in management and will be able to give you a more clear picture of it later.

Senator CRANSTON. Is it clear yet who will be in charge of day-to-day actions with the agency?

Ms. KING. Sam Brown, certainly for the first year, will play a very active role in that.

Senator CRANSTON. Do you and he have basically similar views on the mission of the agency?

Ms. KING. Yes; I find myself in complete compatibility with him on everything that has come up so far, and feel there is a very fine and effective working relationship.

Senator CRANSTON. Did you review his testimony to us and feel in general agreement with it?

Ms. KING. Yes, Senator, I did. And I was here at the time he gave it. And I have no disagreements at all.

Senator CRANSTON. What will be your responsibilities as President Carter's special adviser on women?

Ms. KING. Primarily two.

One is that he will continue to consult with me on issues of concern to women, as he has in the past.

And, second, he has said he would send me as his representative from time to time to meetings both here and abroad that pertain specifically to women.

Senator CRANSTON. Do you have any idea how much time that role will take?

Ms. KING. I anticipate minimal time. The relationship is with him rather than a relationship to any organization or any agency or any groups of organizations.

He said he would counsel with me, and I think that the time involved will be the time involved in preparing myself to adequately advise him as he requests it, and that is something that will be useful for ACTION as well.

Senator CRANSTON. What would be your relationship to Midge Constanza and her responsibilities in the White House?

Is that clear?

Ms. KING. A most cordial relationship. I expect to have a solid working relationship with her and all of the other staff in the White House.

Senator CRANSTON. Has there been any delineation at this point of responsibilities vis-a-vis her responsibilities with respect to women?

Ms. KING. No; not at this time.

I would do whatever the President would ask me to do in that regard.

Senator CRANSTON. I do not have any further questions to ask at this time.

Thank you very, very much. I congratulate you.

I yield to you, Senator Javits.

Senator JAVITS. Ms. King, we hope very much to be able to act on your nomination today.

What I ask of you, you may not be able to answer now, but if not, I will want you to supply it for the record, and you will have a week in which to produce it.

I am very interested in this possibility, in the possibility of an urban service corps, which will result from some unification of VISTA program for local service, and perhaps the cooperative volunteer program.

In round figures there are about 5,000 engaged in that now. Now, the reason I say that is the following.

We have very materially diminished municipal services in the cities, and the reason is money. It is not that the services are not needed. Indeed, they are very, very badly needed. But we are short of money.

New York City, of course, is horror story No. 1.

Hence, I caused to be organized a citizens committee for New York City, which was headed, and still is, by Deputy Mayor named Os Elliott, who is formerly editor in chief of Newsweek. They produced about 8,000 volunteers.

Mind you, this is from a standing start and in less than a year. They were heavily responsible, for example, for the ability to continue service in libraries, neighborhood libraries, public libraries, which would otherwise have been closed.

We now have the network of some thousands, I think it is 10,000 of what we call block associations, where people even sweep their own blocks so long as we give them brooms, as it were.

Now, this is a tremendous possibility. It is a lot better because it enlists local morale, it is a lot cheaper than public service jobs, and we need those, too—Senator Cranston and I are two of the most ardent advocates.

But the need is so great, no matter what we do, we are hardly scratching the surface.

Would you be kind enough, you and Mr. Brown, both of you are rather new people, but enterprising, and that is very important in this field, to look into that question?

I may be right and I may be wrong. I am not trying to tell you that this is the thing to do. But I do think that there is a changed situation in the cities attributable to these very serious problems.

Here are thousands upon thousands of city dwellers who are very willing to cooperate if somebody will put a broom in their hands and tell them where to report and what to do. It is marvelous for the morale of people and for the morale of these cities in addition to everything else.

Now, you have got the beginnings of it. I know a lot of the people in VISTA have been fabulous, they have worked in our toughest areas, toughest slums and ghettos.

Would you look into that, Ms. King, and Mr. Brown and give us some word on the preliminary finding, whether it looks worthwhile enough to try to pursue and perhaps come up with some concept that can be helpful to us?

Again I repeat it is not a Senator telling you to do something. It is a Senator asking you an honest question as to whether, within the capabilities of this enterprise, such a grand design may be possible, which would be very helpful to our cities.

Ms. KING. I would be very happy to, Senator. I will take it up with Sam immediately, and we will be back to you as soon as possible.

Senator JAVITS. Thank you.

[The following material was subsequently received for the record:]



OFFICE OF
THE DIRECTOR

ACTION

WASHINGTON, D.C. 20038

March 11, 1977

The Honorable Jacob K. Javits
United States Senate
Washington, D.C. 20510

Dear Senator Javits:

We have chosen to send one answer to the question which we were each asked by you at confirmation hearings. It is a question which we welcome.

We, too, are concerned about the problems which threaten to overwhelm our cities, especially those in the Northeast which, like New York, face accelerated rates of deterioration, drastic shrinkages in their economic base, and reductions in the provisions of municipal services which have come to be expected.

As you know, Sam has been actively involved with neighborhood governments, especially in trying to develop valid options and alternatives for local control. Mary shares this interest and we both share your concern for the future of our cities as well as your optimism about the role ACTION can play in trying to help solve some of the more acute problems.

Volunteers have always played a significant role in urban life, albeit a sometimes invisible one. What is needed now, especially during this time of crisis, is a fresh approach to the question of how urban volunteers can be used most effectively so that urban needs can be met imaginatively and efficiently. We have the basis for significant volunteer assistance for cities in existing ACTION legislation and projects. To release this potential energy for urban revitalization we simply need a change in emphasis and Congressional support. Your idea of an Urban Service Corps may be just the change in the point of departure needed to turn things around. If 8,000 volunteers are keeping the libraries of New York open, it is evident there is abundant willingness for constructive, concerted voluntary effort. It can be focused successfully on supporting other vital community services self-help efforts.



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We intend to begin immediately to explore the possibilities of an Urban Service Corps component of ACTION by creating and funding as soon as possible model projects upon which larger-scale, effective operations can be based in the future. In addition, refurbishing of VISTA programs would be an immediate approach.

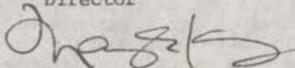
We are also interested in working with city governments and neighborhood organizations to build mutually supportive relationships in exploring these possibilities. An Urban Service Corps can begin to bridge part of the social gap caused by the financial plight of so many of our urban communities. Volunteer efforts could substantially augment - - but not duplicate - - normal municipal services, as well as maintaining existing human services to the poor.

We welcome your question. It allows us early articulation of a concern which will continue to motivate us as we seek to reactivate citizen approaches to the serious problems of our day.

Sincerely,



Sam Brown
Director



Mary E. King
Deputy Director

Senator CRANSTON. I think that concludes our hearing, Mary.

I am delighted that we will be able to move very swiftly on your nomination. We will get it out of the committee and to the Senate as fast as we can, and I hope you will be sworn in very soon.

Thank you very much. I look forward to working with you.

Thank you.

Ms. KING. Thank you so much.

Senator CRANSTON. The hearing is adjourned.

[Whereupon, at 10:05 a.m., the subcommittee adjourned, subject to the call of the Chair.]



