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NPS Oral History Collection (HFCA 1817)  
Telling Our Own Untold Stories:  
Civil Rights in the National Park Service Oral History Project



Magaly Green  
May 29, 2019

Interview conducted by Lu Ann Jones and Nancy Russell  
Transcribed by Teresa Bergen  
508 compliant version by Lauren Pash

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The narrator has reviewed and corrected this transcript

[START OF TRACK 1]

00:00

Lu Ann Jones: --get started. Do you want to?

Nancy Russell: Sure. Today's date is May 29, 2019. I'm Nancy Russell, the archivist for the National Park Service history collection. I'm here today with Lu Ann Jones. Lu Ann?

Lu Ann Jones: Hello. Nice to be here.

Nancy Russell: We're here to interview Magaly. Magaly, could you give us your full name?

Magaly Green: I'm Magaly M. Green, and I work for the Washington office right now in human resources.

Nancy Russell: Great. Well, Magaly, could you tell us a little bit about your personal family background and your education?

Magaly Green: I was born and raised in Puerto Rico. My academic background in Puerto Rico--I went to Catholic school, private Catholic school, all my life from kindergarten till I graduated from high school. When I graduated from high school, I came to Hood College in Frederick, Maryland, which was then a women's college. I have a degree, an undergraduate degree, in Inter-American studies, which now that's called interdisciplinary studies. (laughter) And I have a master's that I received five years later in the human sciences with concentration in community counseling. I also undergraduate graduated with a certificate in simultaneous translation because I'm fully bilingual. I speak English and Spanish. So that was part of my academic training.

Lu Ann Jones: Could I just ask, why Hood College? (laughter)

Magaly Green: It's a question I've been asked zillions of times. So, it would have shocked me if you wouldn't have asked me. When I was, at our private high schools in Puerto Rico for many years, I'm sure they don't do it now, because everything has changed, every high school hosted a college night. So, the year 1968, '69, our high school hosted the college night. So, we had an opportunity to go around the different classrooms and visit with the different college representative. We had a list to choose from. We could only fit so many in a day, in an evening, in a couple of hours. So, I had like seven or eight friends; our graduating class was only 70-some people, and we were together, 45 of us were together since kindergarten, so we're a pretty tight group. So, we looked at the list and we looked at all the Catholic colleges and universities. You know, Fordham, Trinity, we said oh, we know about all that. So, then we got to the middle of the line, and it said Hood. I

said wow, what is Hood College? (laughs) So I went, as a group we went and heard the woman who came from Hood to do this spiel. I liked it, I liked the location--I mean, Frederick was rural, very rural at the time, but it was close to Washington and Baltimore. We had some classmates going to Washington or Baltimore to school. I also had classmates going to Philadelphia to school. And it's easy to go from this area to Puerto Rico. So, it wasn't like, we did have a classmate going farther away.

Magaly Green: So, I ended up applying to Hood. I also applied to a women's college in Buffalo that doesn't exist anymore. That was a Catholic college. The reason I applied there was because I spent two summers in Niagara Falls with the Girl Scouts. So, I had a host family that wanted me to come back and go to college. I went to the interview, and it was a nun. She said, "Dear, we'd love to have you, but have you thought about going from Puerto Rico to Buffalo?" (laughter) They did accept me. But she had a good point. So, I ended up going to Hood. (laughter) I got accepted in both places, but I thought hmm, she's maybe trying to tell me something.

00:03:52

Nancy Russell: So, were you specifically looking for a women's college?

Magaly Green: Yes, I was. Yeah. I had had wonderful--you know, most nowadays, nobody has, but I mostly had nuns. We had lay teachers, but I had a lot of nuns in high school and elementary school. I mean, my sister had gone to a women's college in Puerto Rico, the only women's college in Puerto Rico at the time, well, the only one, which was a Catholic college. It doesn't exist anymore, either. So anyway, yeah--and I was looking for small. So, Hood fit both of those bills. Easy to access, small, women's. So, I went to Hood and fell in love with Hood. I'm still very involved.

Magaly Green: I come from a nuclear family, a father and, I only have one sister. And my sister's in Puerto Rico. I have two nieces that actually went to college in the States. Our high school is a college prep. So, you were expected to go to college, and if you could, go to the States and go to school.

Nancy Russell: Did you have any childhood experiences at national parks?

00:05:11

Magaly Green: Yes, I did. Because I was a Girl Scout from seven years old on up. And I was a leader. And in between when I used to come from Hood. So, we did a lot of stuff at the park, at San Juan National Historic site. We did tours and we did cleanup. So, we did a lot of stuff. That's when you could actually do a lot of kite flying at the park. This was when the military people were still on part of the park. My other connection, and you probably know who this is--Dr. Luis Arana, the

historian, he and his wife and my parents were childhood friends. So, I grew up pretty much knowing about the national park. He's a historian. He had grown up in Puerto Rico in the town where my father was from, Ponce. They did a lot of things together. He went to work for the Park Service. Then either the year I was born or the year after, he came to Saint Augustine and ended up going to Spain to get his PhD and all that. So anytime they come to Puerto Rico. So, I always knew.

Magaly Green: When I came to work for the Park Service later, we were doing a slide show women's—actually, it was African American sites and African American employees. We interviewed, Martha Aikens was on our, I think I gave you all the, in the old days, slide show, you know. (laughs) And I got to speak to, I needed a reference, is what I called him. So, he wrote me a wonderful letter. Yeah, so I had that connection all along. I just didn't know I was going to get to work at a Park Service.

Nancy Russell: Did he start as a WPA historian?

Magaly Green: I don't know. That's a good question.

Nancy Russell: That name is so familiar to me.

Magaly Green: You can look him up. He wrote a lot of the books, a lot of the sections of when the Park Service had the handbooks. If you look up the ones for Saint Augustine and San Juan. He wrote a lot of—I don't know, that's a good question. Both he and his wife are dead, passed on. Actually, one of the first people that called me when my mother passed away is his wife. That was my mother's closest friend. So, anyway, yeah, so have to look him up, but that I don't know.

Nancy Russell: I'll look it up and let you know, because his name is very familiar to me. And I want to say—

Magaly Green: He donated his paper to Saint Augustine, so his collection is at Saint Augustine. The City of Saint Augustine.

Nancy Russell: But I want to say that I think that, yeah, I associate his name with Manucy.

00:08:09

Magaly Green: Oh, yes. They were friends. Exactly. Because they were both in Puerto Rico at the time. Yes.

Nancy Russell: And they, I believe, were both WPA historians working on the Fort Jefferson records for Dry Tortugas in Key West.

Magaly Green: Oh, yeah, I think that's where, yeah, yeah.

- Nancy Russell: I think that's where that connection is.
- Magaly Green: And Manucy had, not that it's part of my story, but he has a connection to Harpers Ferry because I understand one of his daughters married Kip Stowell, and Kip was one of the architects at Harpers Ferry Center. So, there was a connection with Manucy.
- Nancy Russell: Oh, I didn't realize that.
- Magaly Green: Yeah, his wife, gosh, it will come to me in a minute, I can see her. With his daughter. I got to see him once. But it was not anybody that, he wouldn't remember me. But I knew who he was from that. Yeah, that's a great, I didn't know that. So, yeah.
- Nancy Russell: I'll verify. But that's where my memory, putting those names together.
- Magaly Green: Yeah, please verify. Let me know. That's interesting. He gave us, I understand his collection is at the City of Saint Augustine.
- Nancy Russell: Right. So how is it then—
- Magaly Green: Is this off or on? It's on. Yeah, okay.
- Nancy Russell: It's on. As you finished your education, did you immediate start in the Park Service?
- 00:09:24
- Magaly Green: No. I came back--my husband and I got married in 1974. We went to live in Missouri. And I attended the University of Missouri at Columbia first. I attended, I have one year of graduate school there, and then I ended up transferring my credit. And my husband was doing his undergraduate because he was a Vietnam-era veteran. Yeah, veteran. And in 1976, Hood College at the time had a Big/Little Sister program, and my little sister class graduated in '76. So, we drove to the graduation. As I've told people, I was more homesick for Frederick than Puerto Rico. So, we went back, we had bought a house a year and a half before. We went back, sold the house, and moved to Frederick.
- Magaly Green: So then I enrolled in, my husband enrolled at Hood. I enrolled in graduate school. I went to work for the state of Maryland, in Frederick, first, out of the employment office interviewing migrant workers. It's called the monitor advocate. It's a court order, federal court order program for states to make sure that migrants get paid and are treated, and their housing and all while they're in the state, they get all the same rights as a citizen of the state. Even though people are coming from Texas, or Puerto Rico.

- Magaly Green: So I started in the Frederick office, because Frederick had a cannery, the Jenkins cannery. If you know anything about HPTC, the Historic Preservation Training Center, the building that they sit in town, not at the Gambrill mansion, that is actually the building I went for years, because that's where the cannery was. So, it was kind of funny. When Tom McGrath, who's now passed, you know, I said, "Tom, I keep circling back to my old job."
- Magaly Green: He said, "Well, come down and we'll show you the building. It looks pretty crappy." It was. (laughter) I mean, it was horrible. And so was the Gambrill mansion was falling apart. I remember stepping in these— "No, don't go that way! You'll fall in a hole." You know.
- Magaly Green: So anyway, Frederick had a cannery and they canned beans and this and that. They also had migrant housing that I had to go inspect and all that. So, the next season I went to work--and this was considered a seasonal job--I went to work out of the Hagerstown office, which I traveled through all of the orchards in Hagerstown, in Washington County, interviewed migrant workers. It was easier in Frederick because I would just go to the cannery. But in Hagerstown, in Washington County, people are out in the field.
- Magaly Green: The first time I got out of my car, they thought I was from immigration. So, people ran off and scurried away. (laughs) I had to say in Spanish, "No soy de migras." You know, and then people started to come out of the woodwork. So, in this, we're talking you know, 1977, '78. So, I worked out of there. So, I worked for the state three seasons.
- Magaly Green: A very good friend of mine who worked in the Frederick office had seen a vacancy announcement. So, this goes to one of your question, how did I get into the EEO business. She had seen a vacancy announcement, because in those days all the federal vacancy announcements were posted in employment office. I don't know if you knew that, that's where they were. The Department of Labor had a deal with the federal government. So, there was a bulletin board. So, she saw this vacancy announcement, which was for Hispanic Employment Program, Federal Women's Program Manager and said, printed it or took it off the wall and said, "This is right up your alley. This is your job." So, I ended up applying to the job. It took forever. Finally in February—
- 00:13:11
- Nancy Russell: Some things never change.
- Magaly Green: Right. Correct, correct. In January I got, late January I got an interview on the phone. Never been to Harpers Ferry, to this building. I mean, mind you, this building is now only nine years old, because it was opened in 1970. So, I got an interview. And they got a reference. John, my boss in Baltimore, because my boss was in Baltimore. And by the way, I also not only traveled there, I also traveled,

at the end I traveled through the entire state of Maryland. I went to the Eastern Shore on a day's notice. I mean, I would go there and drive back. Nobody thinks about doing that now, you know. I went to Westminster. I actually came to Martinsburg a couple of times as a favor to my boss, because in Martinsburg they didn't have anybody who spoke Spanish. So, he would call me and say, "Can you go over there and help them out?" So anyways, so I traveled, as I said, I traveled through the whole state of Maryland.

Magaly Green: So, they called my boss, John. He immediately called me and said, "Oh, my God, they're going to offer you, can you come down to Baltimore on Monday and see if we can make your job a permanent job?"

Magaly Green: I said I'll think about it. Then that week I got an offer from the Park Service. So, I called him up and I said, "You've had three years to make this job permanent. I'm going with the Park Service." (laughs) So that's how, so that was my first job was an EEO specialist.

Nancy Russell: And that's 1979?

Magaly Green: Nineteen seventy-nine. February 11, 1979. Yep, yep. I started as the federal Women's Program Manager and the Hispanic Employment Manager. In Harpers Ferry, we had an EEO manager. And three months into it, he left and went to work at USGS, because he got a promotion. So, he left me. I'm like, okay. (laughs) So eventually I had a staff at Harpers Ferry. The two managers at the time were great. I ended up with a little bit of a staff. Eventually we started working the program. Eventually I became the EEO manager.

Nancy Russell: Can you tell us a little bit about the Federal Women's Program and what that entailed?

Magaly Green: Well, at the time, I mean, it's still on the books, but what it entailed was building the advancement, and creating advancement and opportunities for women, and making sure the women, their rights are protected, and people have access to information about, people having access if they felt they were discriminated. So, both of these are what we call affirmative employment, part of affirmative employment, both the Hispanic employment and there are the two that are the original. You know, eventually African Americans had a program and all that. But the two that were embedded in the regulation were the federal women's program, the Hispanic Employment Program. So, it's part of EEO.

Lu Ann Jones: So, I guess I'm in my ignorance surprised that the Hispanic would come before African American. Do you have a sense of why that was?

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Magaly Green: I think it was just the number. There was a lot more underrepresentation in Hispanics than there were, and I think that's one of the reasons. But we could dig it up. We could dig the real regulatory reason. Yeah. And then, you know, the FEOR program, which is part of HR, it's the Federal Employment Opportunity Recruitment program, it's specifically, and the HR people were supposed to do FEOR reports. I don't know if they do them anymore or not. I haven't done one in probably ten years. Even when I went to HR, we were still doing them, because we had to feed information to the Washington office. It was targeted to have recruitment goals. That's where the recruitment goals were specified. Either for women, or Hispanics, or African Americans. So, all those goals were in the FEOR plan.

Nancy Russell: So, you mentioned the Federal Women's Program and the Hispanic hiring programs. Those were enshrined in regulation somewhere?

Magaly Green: Yeah. The federal women's program is a [unclear] of, at the time, the federal register, I mean, FPM, the Federal Personnel Manual, had all that. And we may have to look that up. As a matter of fact, I hung onto the federal personnel manual of the EEO section to some point in time to go with the EEO stuff here. Because the federal personnel manuals were binders and binders and binders. We could have filled; I did fill two of those up in my office. I tried to get somebody to take them. Then Janice Wheeler tried to get, you know, and everybody said, "No, we don't want them!" But in the EEO program, really, that's where you find out. Because for each one of these programs, there was a federal personnel manual issuance. Either a bulletin or, so, yeah, we can go back and look at those.

Nancy Russell: So, were these new programs that you started?

00:18:18

Magaly Green: No. No, no, no. These are part of the EEO, part of the Equal Employment Opportunity program, the federal umbrella. What we call the big program because the program has two sections. One is the affirmative employment, and one is the complaints processing. So, I think in one of your questions you ask me, I think it's the last question, something about how do people go about filing a grievance? Well, it's not a grievance. It would be specifically an EEO complaint. Because the grievance in the Department of Interior has always had a different track. That's called the administrative grievance procedure. As a matter of fact, the newest procedures are 2014. We keep sending them to people who want to file a grievance, but I'm hoping they don't, because then I have to work it. (laughter) You know, so. That's a very specific seven days to file a grievance, you know. Fourteen days to respond. In the EEO world, you have to see a counselor within 45 days, you have so many days to file a complaint. I mean, it's all specified.

Nancy Russell: And it has to be within a protected class.

Magaly Green: It has to be within a protected class. Yes. What we used to call the seven deadly sins: Race, religion, national origin, physical or mental handicap, age, you know. Each one of those, for example, age has its own legislative piece. So, you know, race, X, X, and then the disability. So, you get to the seven by a compilation of different legislation that kept on amending the EEO Act of 1972. So, when you see it, it's the EEO Act of 1972 as amended, as amended, as amended. Yeah. That's very specifically in there, the procedures that people use. And how, I mean, timeliness is a big deal. So, if you, but it also depends. I mean, if you did not know that something happened to you a year down until somebody, you know, that's the timeliness. It's not that you should have known about it a year ago. It's that you just became aware of it. Yeah. So, when I saw that, I said, yeah. So, it's really not a grievance. It's an EEO complaint, like you were asking me. You're not supposed to, yeah, yeah. So that's how I ended up coming to work for the Park Service, through the EEO.

Magaly Green: One of the things that I've been proud of, and has been great, is that I've been able to use my Spanish language. So, either a Hispanic Employment Program manager or doing, you know, I did translations for the Park Service. I worked with Mark Johnson at C&O [Canal]. (Phone rings) I'm sorry. My husband is not well today.

Lu Ann Jones: Oh, I'll pause this.

00:21:09

Magaly Green: So, using my language skills, I have been able to, as I said, I used to work, Mark Johnson always had wayside exhibit. And Mark is a great wayside planner because he did all the translations for wayside exhibit panels, for exhibits. So that's one of the big, to me, a very important part of my career, that I've been able to use my language skills.

Magaly Green: In 1985, I went to the World Conference on Cultural Sites, in which I've turned in stuff over to the archives. In Mesa Verde. I was chosen to be a language interpreter for the world conference. I was assigned a group from Panama who had not only, I think they were almost all men, that spoke Spanish, but they also had a couple of people who spoke no Spanish. I mean, they spoke Nahuatl. So, it was funny because we had a three-way conversation going on. The people who knew Nahuatl were telling them what I was telling them in Spanish. Every symposium they went to, I went. (laughter) I used to get the presenters' papers ahead of time, the night before, because it was all, I mean, I'm not a biologist. So, this is all mostly natural resources stuff. So, I would get them ahead of time so I knew what these people were talking about, and I wouldn't be telling the people in Panama something that wasn't true. (laughter) So it was wild. It was a wild 13 days, it was. But it was great. There was a superintendent whose wife was from Thailand, who somehow, I had met in Harpers Ferry. So, I ended up hanging out with her the other time. We also had other people from the EEO office. We had a

woman who was our deputy who spoke French. So she went, too, to do the French. So, she hung out, she was assigned to people who spoke French. So, it was wonderful to be in Mesa Verde with all these international visitors. And to hear the director, Russ, at the time, Dickinson, speak. He gave all the big speeches, the plenaries and all that. And so, it was great. Met a lot of, you know, it was just a great opportunity. So, I wouldn't have had that. Yeah. So, yeah, it was great.

Nancy Russell: So, in 1979, when you started, you were really in the affirmative employment piece of it, more so than the EEO complaint—

Magaly Green: No, I had the whole program. Because Harpers Ferry has its own EEO office. That's where I went to work. So, we had both affirmative employment and we had the whole entire program.

Nancy Russell: So initially you were working just for Harpers Ferry.

00:24:04

Magaly Green: Correct. Right. I also started, these were the days before the part time law was changed. So, in the olden days, you could be part time all the way to 39 hours. I don't know if you all knew that. Then the part time was, legislation was passed that part time was only 32. And then if you were to have any other appointment, it would be fulltime. So, I started, I think, as 38 or 37, whatever it was. As soon as Harpers Ferry had a fulltime slot, they just said, just make her fulltime. Then eventually, within the next couple of years, I actually went to work for the Washington office first, while duty stationed in Harpers Ferry. So, one of the things that is funny about my career is I either spend my time or I spend my time in Harpers Ferry. And I either spend my time in Harpers Ferry, sometimes I've been an employee in the Washington office, and I've been physically downtown a couple of times. So, I became a fulltime, eventually I became EEO manager. And then in 1985, I did a detail. They asked me in late '85 to do a detail to set up the Washington headquarters EEO program. Because the EEO office of the Park Service at the time was the service-wide office. There was no headquarters. One of the things that had been in audits and surveys was that the employees of the Washington headquarters wanted their own EEO manager.

Magaly Green: So, I was asked if I wanted to do a detail. So, I went first on a detail to set up the EEO program for the headquarters. And then eventually I got the job permanently. So, I tell people I have a child born while at Harpers Ferry, a child born while I was in Washington, and a child while I was in transition back.  
(laughter)

Magaly Green: So, people, you know, like I was down at a retirement party last week. I went down for a couple of meetings, and I ran into Mary Denery. I don't know if you

know Mary. And somebody came up who hadn't seen me for a long, said, "How is that kid?"

Magaly Green: I said, "Well, you must be talking about the WASO kid. I have three now." (laughter) So it's kind of funny. But anyway, so eventually, in 1988, and part of the reason this was an interesting arrangement was because this arrangement was worked out that I'd be a Washington office employee setting up the EEO program for the headquarters office. But I still would come to Harpers Ferry. So, they sort of combined Washington and Harpers Ferry in one program. My staff, I did have a staff, and they were here. So, I went to Washington for four days, and then I would come on Friday to Harpers Ferry. But Washington took a life of its own, so a lot of time I didn't come to Harpers Ferry until I could carve another Friday. But luckily, the staff that was here was great.

Magaly Green: So eventually, you know, you also called the Harpers Ferry directors. The manager of the Harpers Ferry Center doesn't become a director till 2005. Prior to that, they were all managers. They were either SES managers, you know, but they were managers. So, Dave Wright--who was our boss, he had been the associate director for park planning--was the boss of Harpers Ferry. That's the director of Harpers Ferry position at that time. Became the manager of the Harpers Ferry Center. And he said to me, "I'm not happy with this arrangement. I need somebody fulltime. Are you interested in the job fulltime? I need somebody just here. The Washington office should get their own person."

Magaly Green: I did not say to him at the time that I was expecting my son like in a month. It was funny because people didn't even know I was pregnant. But anyway, so I said yes. And so, I said, "And by the way, I'll be out for three months." He said, "That's fine." (laughter) He's great. He's still alive.

Magaly Green: So, then I transitioned back in '88. My son was born September of '88. But I had so many--I tell people I got a master's degree and almost a PhD processing complaints in the Washington office. Because people are coming out of the woodwork because they just never had had somebody to talk to. So, one of the things, I had people just from the moment I arrived. We were on 1100 L Street. So, this was a different location. Just waiting to talk to somebody and file complaints. Cultural Resources, you know, luckily, they had a great deputy that he and I just became attached at the hip, practically. Because there were so many complaints in Cultural Resources. I mean, cultural resources was a pretty big place at the time. And it had archeologists and historians. You know, the same group. And so, part of my next year, even at Harpers Ferry I still had work downtown that I had to keep. Because I had worked on these complaints, so I had to see them to the end. So, I was still doing both places, even though I was already assigned to Harpers Ferry.

00:29:41

Lu Ann Jones: Are you able to talk about, I know you're not going to talk specifically about the complaints, but in general, what were people, what were they complaining about?

Magaly Green: Oh, we had a lot of, it's the beginning of, not the beginning, because it had been going on, but the beginning of putting a name to sexual harassment. You know, that's the late '80s, you know. So there had been a lot of Supreme Court cases and all. So, it's the beginning of people coming out, so there were a lot of what we would say sexual harassment now, or even hostile work environment. I had a case where, I mean, it got resolved very easily because it was a supervisor and the woman, it was a woman supervisor. She used the "N" word in a staff meeting. I was kind of in shock. I'm like, in the 1980s? In Washington? Which is primarily, you know, we have a huge African American [population]—in the Park Service? I was like naïve. (laughs) And so she ended up resigning and saying she was going to go get, I think she went on to get a PhD. So, anyway, today we would call that, not one incident only, but we definitely would call that a hostile, you know, when you have people in the room that may not be African American, but they're offended. I mean it's an issue of being offended, third-party offended. You're just offended. So, yeah, so that's a beginning.

Magaly Green: Also, I mean, there were complaints about people didn't get the job, and they thought they didn't get the job because of race. So, all the possibilities. There were also, I had a couple of issues that had to do with disability. We had a young man at 1100 L Street that had a little electric cart. The building was not our building. So, we used to, we were not responsible for cleaning the snow. He got hit by a bus because he couldn't get in the building. So, I ended up having to, I don't know where I went, all the way to the city district. I mean, the man who was the chief of administration for the Park Service at the time, Dick Powers, was wonderful. So, we started to get somebody to really be involved. And this is before telework. Now nobody would try to get on the bus, and also, the buses wouldn't run. But the fact that we always didn't have the building ready for him to access was a problem. So, all kinds of, there was never a dull moment, as I say. (laughter)

Magaly Green: You know, I had a complaint in what was then called engineering services, where somebody had applied to a job. It's a GS-14 and the job was kind of for this person who was going to be a supervisor. Another person in Denver applied for the job, never heard about the job. The job was wired. We would say now the job was wired. Come to find out the person who was supposed to apply for the job didn't apply for the job. So eventually we canceled the job. I worked with HR to have everybody reapply. So, it didn't have anything to do with the person who thought he wasn't selected because of race. It had to do with—I mean, this was a situation where this many was actually kind of almost a deputy of a big Washington office group at the time. So, it made sense that he would get the job—this is one of the craziness about how we staff jobs in the federal government. Because yes, you cannot tell anybody, "Oh, no, you can't apply, that job is wired," I mean, that's actually called the prohibited personnel practices. So,

you have to, but you know, sometimes the job does have someone, they have someone in mind. And sometimes they have somebody in mind, and it doesn't work out. You know, the person doesn't apply, or the person changes their mind. So, it gives an opportunity to the rest of the people who did apply who the selecting official may have not been knowledgeable that these people exist, because they're focused on the person outside of their office. So, things have a way of transitioning, so to speak.

Nancy Russell: So, what kind of strategies did you employ to try to increase the pool of diversity in candidates here for either HFC or in the Washington office?

00:34:16

Magaly Green: Well, in the olden days it used to be when a person, when a certificate of eligibles was ready to go to a [supervisor?]. Now [unclear] electronic now. So before, there was a piece of paper and there were names, and the supervisor. We would identify, or try to identify, because there was a way to ask the applicants to self-identify themselves. So, with that identify, we would put at the bottom of the cert, or we would send a memo or something and say, "You have two known African Americans, one Hispanic, and three women and two other people we don't know anything about." So, it's still up to the selecting official, but at least we were saying this certificate does have some diversity of race and color and gender, even though we can't tell you who they are. These are the days where people, if you interview one, you should interview them all, or don't interview anybody. It's also the days of the Bible-sized application of 50 people. That was another wonderful thing that happened. You know, in the EEO program at the time in the Park Service, a lot of EEO people did not, managers and staff, did not get along with their HR people in the regions. I had a wonderful relationship with our HR people. As a matter of fact, we just did. So, I sat for many, many years as a panel member to our jobs at Harpers Ferry evaluating applicants. It's a panel of three, and sometimes I was actually the observer, too. So, I got to know a lot about HR and a lot about our jobs at Harpers Ferry. So, our [media?] jobs have evolved a lot. But that's how I got to know about all the work of Harpers Ferry, by sitting in panels. And same thing in the Washington office. And I used to actually run panels in the Washington office, too.

00:36:18

Nancy Russell: So, when you first started at Harpers Ferry Center, was it a diverse workforce?

Magaly Green: Oh, we did. We had, believe it or not, we had five deaf employees. The EEO, because we had an EEO committee, we had a Federal Women's Program committee, we had an EEO committee. Our EEO committee had a deaf subcommittee of employees because we had, I think five or six deaf employees who were working in different places. As a matter of fact, there was a woman who worked for Mike Alvarez, who ran our copier. It was our color copier. But

she had three years at Gallaudet. She was studying home ec. She got married and moved to Frederick. Her husband used to teach at Maryland School for the Deaf. They had one child. Collette, as a matter of fact, she joined our carpool in Frederick, because I used to come with a carpool. She joined our carpool. In the morning, I'd get a call from the TTY people, said, either you know, this is from Collette, I think she's either coming or running late or whatever. So, we had this carpool in which it was interesting, one person could sleep. (laughter) She didn't want to hear all our yack, yack, yack. So anyway, she eventually, when Mike, in '85, '86, when we got rid of duplicating service and all that, because there were a lot of A76 things going on at the time. We got rid of, Harpers Ferry had a nursing unit, you know, we had a health unit. That's when through A76, that's one of the first things we did. Because Harpers Ferry at the time when the center opened did not have a doctor. Eventually we now have—

Nancy Russell: Oh, the town itself didn't have a doctor.

Magaly Green: No, exactly.

Nancy Russell: So, the only way to get medical services for the staff was to have it yourself.

00:38:09

Magaly Green: Yeah, to have a health unit. Correct. As a matter of fact, we had a doctor once a week that came in. People came and got their allergy shot. Anyway, so Collette came to work at conservation because she worked as, she was in the textile lab for many years until she left. So, yeah, so we had diversity. We had a lot more African American employees, we had Hispanic employees. I was not the only one. We had a couple of Native Americans. As a matter of fact, one of the first architects at Harpers Ferry Center, Ike Ingraham, was a Native American person, full Native American person. So, it was very diverse.

Nancy Russell: And what kind of change have you seen in that over time?

Magaly Green: I think what we've seen is, first of all, Harpers Ferry doesn't have hardly, you know, we've reduced our number. We just have a lot less people. And that's virtue of hiring, also budget. We can have a three-day conversation about what's going on. I don't know if we are making, when we hire, when we advertise a job, we may not get that many people. So, I think a little bit is neglect and a lot of it is just overall, just other forces that are going on. I don't think you can put your finger to anything specific. I mean, I don't have--I used to run an entire data every week of every month of Harpers Ferry, or the Washington office, where I haven't seen any data, even of the Washington office, for a long time. Yeah, even complaints, I don't really know. We used to do monthly reports on our complaints here or complaints in the Washington office and the reasons and all that. I just have been out of the EEO business for a while as a worker bee that I don't, you

know. If I want something, I have to call somebody, you know, Mary Denery or somebody to run a report.

Magaly Green: So, yeah. But I mean, Harpers Ferry is not very diverse these days, I have to say. (laughs) One of the things about Harpers Ferry's tenor when I first came was if you did the average grade of a woman in the National Park Service, Harpers Ferry Center, the grades of women were a little higher than the average in the National Park Service because we had professional women. We had cartographers, we have staff curators who are 12s. And remember in a park, it was a 5 or a 7 and hardly ever a 9. So, we had our average grade in Harpers Ferry was a little higher than it was service-wide. So, it's kind of interesting. But it had to do with the jobs. So, we had a lot more supervisors. Also, that kind of collapsed during the '90s. We had the buyout. Okay, so we have the buyout in, '94 buyout. That's how I ended up becoming the training officer for the Park Service. Because the woman who worked in HR, who was the training officer, wanted to go out in the buyout. So, when you accepted that you would put a job on the buyout, you would say you eliminate the job, you re-describe the job and lower the grade. There's all these nuances of it.

Magaly Green: So, she went out on the buyout. And Dave Wright went from HR and came to my- I spent ten years in the library, by the way, almost ten years in the building of the library. So that, I think, is very significant in my career. But by then I had moved over to Byrd Brady. So, he came over and he said, "You're the new training officer." Because not only did I get a master's, I also got, I was certified to be a high school [teacher]. While I was getting my master's, I got my teaching certification. So, teaching Spanish 9 through 12. So, he knew all that. So, he said, "Now you're the training officer!" (laughter) I just said oh, okay.

Magaly Green: So, I became the training officer until probably '98. Yeah, because Gary Cummings came in '97. I had it for one more year, and then he transferred back to HR. So, at that time I was, you know, I was back and managing the training, what was called the training /employee development. And also, we had created an office that was called VAT, which is Visitor Accessibility & Training. So, visitor accessibility had to do with people with disabilities who needed to have access to park media. So, programmatic. What we call in the legislation programmatic accessibility. So that was in my office. It was a third of what I did. So, I did diversity, visitor accessibility and training. So, my job was sort of in three parts. That part of the job is the one [Michele Hartley have now. You know when I went to HR it became its own. And it needed to. It needed to be further developed.

Nancy Russell: So, was that accessibility piece of your job here something that Harpers Ferry was leading the way with?

Magaly Green: Yes, yes.

Nancy Russell: Not something that was sort of said—

00:43:46

Magaly Green: No. We were leading, Harpers Ferry needed to lead the way, because we had films that needed to be, you know, have captions. There was a big discussion in the Department of the Interior about movies being captioned. In the Park Service there was a discussion about if you had a big western park movie, sometimes the superintendent didn't want to turn the captions on or whoever would, because it detracted from the scenery. So eventually the department had an issuance? So, we were leading the way because we were in the media business. We've always been in the media business. So, we were very involved. We were in the exhibit business, we are in the exhibit, had to be. So, the programmatic accessibility needed to come, you know, a lot of the emphasis needed to come from Harpers Ferry because we were doing it. And trying to get hearts to change about yes, visitors are important. They're not going to have to ask you, "Do you have a large print folder?"

Magaly Green: So, the first large-print folder I was involved is the C&O Canal. That really was a wonderful experience. That was when I was working in visitor accessibility. It was a prototype. It was C&O Canal. It was just GPO. It was just everybody working sort of outside their box. So, it was just new. It was new trying to get a large print folder done, the first large print folder.

Nancy Russell: And so, were they working with members of the public that had accessibility issues in terms of how, focus groups?

Magaly Green: Yes, there were focus groups. There were people suing the Park Service. There was actually a couple three days that eventually was hearings on the Hill. We had people who were groups, the veterans, you know, disabled veterans, or woman who was living in New York that was leading the charge. She's an attorney on her own right and she had taken up accessibility in parks. So yeah, there was a lot of groups coming together.

Magaly Green: Then there were parks that had problems, you know, that had erupted problems that they were either, you know, park that had things simmering for a while that ended up writing to their congressional person. So, it's a very, there are a lot of, you know, a lot of pieces coming together. So, it was wonderful. It is wonderful.

00:46:18

Nancy Russell: So, when you said you went to hearings on the Hill, were you testifying? Or just observing.

Magaly Green: No, no. We went, it's because I belong, by then the National Park Service developed the SWAC committee. It's not there. I don't know if you know what the Service-Wide Accessibility Committee. And it's been in business for, well, I

don't know, 20, 25 years? More than that. So, I was a member of the original SWAC committee. And we had another person in Harpers Ferry, Lori Simmons, who was a cartographer. She's retired. So, for years, we were the two. Now Michele is the only person. We were the members of the SWAC. So, everything in the Park Service that had to do with accessibility. We're not talking about you as an employee having a complaint because you don't have a reader or, somebody doesn't want to provide you some accommodation. These are big service-wide issues. That's what the SWAC committee deals with.

Nancy Russell: For public access.

Magaly Green: For public access, yeah. For public access. So, yeah. This has been going on, it's still going on. And Dave Park was the first, I don't know if you've heard that name. Dave Park was the first manager of what would have been called the program for persons with disabilities, where people with a with disability. He was the first director, and he started the SWAC later. So usually, Lori and I's issues we brought had to do with media, because that's where the work we know. And then the group is very diverse. We had superintendents. We had chiefs of maintenance. So, you know, the group was twenty-some people, very diverse.

Nancy Russell: And do they then make policy recommendations?

Magaly Green: They made recommendations. Policy, review policy, help Dave Park, who didn't have a large staff, with the program management. Yeah, very significant. I don't think we'd be where we are now without having had that. As you say, some things--now what we have is, I don't know, I think one of your questions is where are we with diversity. Well, one of the things that are now is those employee groups that are, you know, you can find on the Inside NPS. So, employee groups. So, there is an accessibility employee group. So that, like Michele belongs to that. And it's an employee group. They get together and they ask questions. I think, you know, someone can actually bring up an issue that actually pertains to somebody they know, which may be an employee issue. They've had speakers. One of the big different, I think it is, is that they need to have a champion. You know, someone within the directorate that champions. Because, you can have speakers. I mean, I've never been to their meetings. I basically know what I know from other people. But they need a champion in order to move their issues. So, there is a women's group that I was invited to a couple years ago. So, there are these employee resources group is what it's called. So, I think that's a transition to, so a little bit of the diversity that people have been able to organize these groups. And I think you know, Sangita [Chari] is pretty much, it's the work that she's been doing. Not easy but trying to get these groups together and get them going.

00:50:06

Nancy Russell: But how do those groups move forward without that champion?

Magaly Green: Well, I don't know. I think they're trying to find, and I guess I've never been to, I mean, I've talked to somebody, but the women's group, but I think they need to—and even as members, I understand in the accessibility group, they do have a couple of people who are superintendents. So, I think they do have some, it's just that maybe those people are not in the line of program areas. But at least I know in the accessibility group, they have a couple of superintendents. So, I think they're trying to find their way of how to make it work. But I think that's one of the changes of diversity.

Magaly Green: I mean, you asked me about Recruitment Futures. When Recruitment Futures started, I didn't join Recruitment Futures until 2005. But Recruitment Future had started, I think it's 2001 or two, one of the associates who started it, who wanted something to be done about recruitment. Recruitment Futures was about taking about 40 students, college students, from a diverse back[ground], so we had students from historically black colleges, Native American schools, Hispanic-serving institutions, all those. So, they would nominate students to come to this event. Once a year, we would have an event. And it was a way to have these students come with their college or university representative. Someone from the president's office or the career people. From soups to nuts, we had people.

Magaly Green: We would take them to a park for a week. And that park would be involved in showing them the whole entire park operation. So, they would have a speaker from facilities, they would have maybe a hike. They would have someone from administration. So, by the time they left they knew, in a week, sort of had an idea of how a park operation is. The idea was that when the season would come that they'd be ready to apply to seasonal jobs. And they would be picked up. And each one of us who was assigned to Recruitment Futures had two or three students to mentor. Help them with their resume, keep track of them through the whole year, make sure they were ready to find a job. Through our group we would find different jobs. We had a couple of students that were up in Acadia, we had a couple of students that were; we had a couple of students that were in Alaska, Hispanic students. So, this is how this worked.

Magaly Green: Eventually, the idea was that some of them would be picked up permanently by the park. Or if they wanted to, like one of my first students in 2005 was a young man who wanted to be a doctor. So, he worked at a park, but he really, he wanted to go to medical school.

Magaly Green: But the other thing I always found; this was a good way to have a citizen experience. Because even if these young people did not all go to work for the Park Service, as a matter of fact, one of my young women that I had, I Googled about a year ago, and she's an engineer and she has a whoop-de-do job in Texas. But what I thought was even if these 40 students every year do not go to work for the Park Service—a few have, a few came and left—they're more informed about, as

citizens, about what the National Park Service is. If they get an opportunity to vote in their local area or to support a park, they know what we're talking about.

Magaly Green: We also had a situation where, in some of these cases, the students never heard of a park. They didn't know anything beyond their local park which is, you know, a Find Your Park thing. But not only did the student get an education about the National Park Service, the whole family did. Because if they ended up, there's a young man who ended up I think at Fort Larned [National Historic Site, in Kansas] or something. He fell in love with living history. His family came to visit him. So, you know, here's a family that doesn't have any connection, but now everybody knows what a park is. So, it's a win/win, for citizenship, it's a win/win for everybody.

Magaly Green: So yeah, it lasted, it doesn't exist, your question is, does it exist, no, it does not. It eventually, it was a lot of money. To me, it was a good expenditure of money. Because what we did is we covered all the travel of the students, of staff, us Park Service people, our partners, we had partners. For someone, it seemed like a lot of money. I think it was like \$350,000, which really is nothing nowadays. So eventually they thought they could do something.

Magaly Green: This program did have a champion. It had Walter Dabney and Marie Eilander] were the two. Marie actually is the power behind the throne, so to speak. She actually is a highly administrative person, very highly organized, who led the whole thing. You know, someone in Washington wanted to do something that was cheaper. Well, they had a couple of meetings. It never went anywhere. And that was the end of it. I think if there's an unfortunate thing about reaching diverse audiences, is the loss of Recruitment Futures. So. Not that I can see that it may have had to evolve in some way. But as I said, from the beginning, we threw the baby with the bathwater out. The whole thing was highly organized by the time we were into the third and fourth year. And it was, you know, working. So, yeah. So anyway, recruitment was, you know.

Magaly Green: I also think that we've had directors that are very committed to recruitment and to diversity. I mean, obviously people think of Bob Stanton as, so Bob, you know, under the Bob umbrella we had a task force of diversity, the first diversity task force he started. Harpers Ferry had three members to this task force, HR, me, and the woman who was our administrative officer at the time. So, there was a lot of emphasis. Eventually we get to the year 2000 we had the big conference, you know. (laughs) The 2000 conference. That was a big theme of it, diversity, and the speakers. We had a lot of diverse speakers. What's the poet, what's the woman, African American woman, just passed away a couple of years ago? Good friends with—

00:57:21

Nancy Russell: Maya Angelou?

Magaly Green: Maya Angelou was one of our speakers. And E. O. Wilson, on natural diversity. So, it's a wonderful, it's all part of. But, again, a lot of things have happened politically and budget and this and that since 2000. Directors. I mean, we do not have a director. (laughs) That in itself is crazy.

Nancy Russell: So, what was the diversity task force charged with?

Magaly Green: Just looking at different programs and coming together. We also, I think at the time people were, at the time people had it confused. Once the word "diversity" came out, people started confusing diversity with EEO. I mean, EEO is legislatively mandated. So, diversity, the [three-year?] plan is more about diversity. So, one of the things was to try to get communication out, to kind of keep people, that they were not the same thing. Because at that point, people were confused. And if they weren't confused, they were using the terminology interchangeably, and it's not. So, we had a lot of big, a big sort of, a lot of things on our plate. We used to get together twice and have conference calls. And it was a way to help the director's office get some handle. Because again, there was no Sangita [Chari, Program Manager, Office of Relevancy, Diversity, and Inclusion], so there was no office just dedicated to diversity. It was in the EEO office. And it was in the EEO office and also in the HR office. And it was muddy. I mean, it was murky. So, yeah, it was very, very good. Yeah.

Nancy Russell: So, can you talk a little bit more about that 2000 conference, what that was?

00:59:12

Magaly Green: Oh, the directors conference, the big diversity, actually, what is it called, the 2000 conference? Discovery! The famous Discovery 2000, which was held in Saint Louis at the Arch, which now it's all changed. It was just about, where will the Park Service be in 2000? What are we going to be? We're moving down to the Centennial, closer to Centennial. So, there were speakers and just different subjects. I mean, we had park people, we had superintendents, we had regular people. There was a selection process. There were workshops about park issues. All kinds of stuff. It was good. Yeah. I think I turned in some stuff on the conference. (laughs) We also had the New Orleans women's conference, the last big women's conference.

Lu Ann Jones: And when was that?

Magaly Green: Gosh, what year was that? It had to be, well, what year, we'll have to look it up. I don't know. We'll have to look it up. Because there were many conferences before the women's conference.

Lu Ann Jones: Yes.

- Magaly Green: There were many conferences before the women's conference. So, each region had many conferences. Like we had ours in '79, '80, '81. And then eventually there was the big women's conference. Yeah.
- Nancy Russell: And why did women's conferences stop?
- Magaly Green: Again, because I think it's just the times. People are more focused on--you know, everybody thinks women have made it, so to speak, or there were more women in positions of authority. I mean, at that time we've had women deputy of the Park Service. I just think things have changed and not that I think they've all changed for the best. I think there's also the sense of other focus. And conferences are expensive. That's another thing. The whole conference thing is under a big microscope as it's gone on. It's been for a good six, eight, seven years that the conferences have been. So, I don't know if the Park Service will have a big conference like Diversity, or like Discovery again. Or the women's conference. Which was before Discovery, by the way.
- Nancy Russell: So, the women's conferences, were those intended primarily as like networking? Or were they--
- 01:01:55
- Magaly Green: To address issues of women in the Park Service. Either employment issues; I think you asked me one policy, of all those years, what came out is the dual-career policy came out at the time. You know, if your husband got a job in Mesa Verde and you were still working in the park that you were leaving as, I don't know, contracting officer, but you were expected to sort of leave your job and follow your husband. Then nobody would help you find a contracting office job in the park. So, the idea of the dual career was that people came as a package. This is Bill Mott, during Bill Mott's days as director. That people came as a package--either if it was a woman who accepted the job and had a husband or vice versa, that people came as a package and that the HR office and the EEO office and all that, we were required and encouraged to help the other part of the package find a job. So, it wouldn't be a hardship. Because it was a hardship. People would move and have to lose half a salary, I mean, their salary. So that worked out.
- Magaly Green: As a matter of fact, at Harpers Ferry, we used it. I mean, the Park Service was using it. I don't think anybody pays attention to any of it now, because people find their own jobs. There's the way of finding jobs now, it's USA staffing or, unless you call somebody. Which a lot of it was happening was personal communication with the park or the nearby park, and just peddling that person's [resume], you know, or trying to get a network. So that was a good policy at the time.
- Nancy Russell: It seems now to be more of a happy accident when it happens--

Magaly Green: Yeah, correct. Right.

Nancy Russell: --than a policy from the director's office.

Magaly Green: Right. Absolutely. Yeah. As a matter of fact, Harpers Ferry, when Learning and Development was in the process of transferring some programs from the Grand Canyon to Mather [Training Center], one of those people that came had a spouse that needed, and so, at that time I was in HR. I was the chief of HR for Harpers Ferry Center. So, I said, we need to make an effort at finding the spouse, which was a man at the time, a job, because he's leaving his job at the Grand Canyon. I mean, his wife was an employee of the Albright Training Center, but he worked at the Grand Canyon. So, we eventually were able to hook him up with a job at Harpers Ferry. The park, Grand Canyon, was great because they held him on the rolls. So, in other words, he didn't have to have a break in service. That again not always happened. Sometimes it happened, and sometimes—and when you have a break in service, that's a completely different issue. So, depending on how long your break in service is, it can affect your retirement, it can affect your leave. So, yeah, I think it's sort of what you said. It sort of happens now by an accident or, yeah.

Nancy Russell: Less support.

01:05:32

Magaly Green: Less support and less commitment. Yes, yes, I agree. I agree. But there were good things going on at the time. Some of it is just gone, you know. The EEO office became a lot more about processing complaints. Even though people came to think of the EEO office as processing complaints only. They didn't think of affirmative employment programs. I mean, actually, we didn't get there on our own. The department at the Secretary's level started deemphasizing all these programs. So that sort of trickled down to the bureaus. When I went to work in the EEO program, we reported directly to the deputy. So, my PD [position description], when I went to work for the Washington office, it said report to the manager, the bureau EEO director, blah, blah, blah, blah, blah, and support the deputy director of the National Park Service and its associate, blah, blah, blah, you know. Eventually, EEO got under the umbrella of administration. Now they again now are reporting directly to the deputy of operations, not the deputy that Lena McDowall is. You know, there's two deputies. So, yeah, they're back to--but it took 15 years, more than 15 years, probably to, we'll have to look up the dates. But also, the Park Service didn't come up with that. Fish & Wildlife had done it already. That was the wave of the department.

Magaly Green: So, a lot of things have happened because the department has changes. But I mean, sexual harassment--believe it or not, Director Mott convened what is now called the NLC [National Leadership Council], wasn't called that then. The director had its regional directors and all that. And he convened what would be

called an NLC meeting now that was just totally directed toward sexual harassment in the Park Service. This meeting was in what was then the Western Region. He hired an attorney that was very famous for, that was his field, and he ran a training for that week. The leaders, the director, and the associates and the regional [directors] all had to sit there to have this training on sexual harassment that Director Mott, that was one of his emphasis for this meeting.

Magaly Green: I remember I was in Washington; I think I was on detail still. And Deny Galvin came back. Mark Sagan was our manager. And I came here, and Mark said, "Here's the name. Get that guy to come here and give us the same training he gave us in," I think it was in San Francisco. It was in Western Region. And then I go to Washington and Deny Galvin calls me in his office and says, "I want the same thing in Washington. (laughter) I heard that guy and I want him to come down to Washington." The 1100 L Street building was, we were not the only occupants. There were other agencies. But they had a beautiful auditorium. The reason the Park Service moved, they had to redo, the building needed a lot of accessibility things. The bathrooms were not accessible.

Magaly Green: Anyway--so I said, "Okay, we'll have to find the [unclear]." So, he did. He came to Harpers Ferry and did the course for our managers and supervisors, which at the time was a very [substantial number] --I mean, we hardly have anybody now. We're talking about 30 people we had. Like in the olden days we had branch chiefs, division chiefs. We had supervisors. So, we had a lot of people with supervisory responsibility. He came and did it here. Then he went to Washington and did it for two different days, because it was a big group. So, yeah, I mean, who knew?

Lu Ann Jones: Could I ask—

Magaly Green: Sure.

Lu Ann Jones: Were those trainings—

Magaly Green: I probably have all of this stuff that goes with it.

Lu Ann Jones: Wow, that's great. Were they by chance in response to any lawsuits that had been brought? Or what inspired that?

01:10:32

Magaly Green: Okay, at the time, the Park Service was getting a lot of complaints about sexual harassment, and a lot of anonymous stuff. People were writing to the EEO offices anonymously, said, I was raped somewhere, I was sexually assaulted at a park. You know that whole Grand Canyon thing [charges of sexual harassment at Grand Canyon National Park that surfaced in 2016] that finally, had been going on. It just happened to be that now everything is big news. It took forever to get

the Grand Canyon thing moving along. But yeah, people were writing to the EEO office anonymously, as I said. They were writing to the director's office. So, I think he was reacting to, got to do something about it. It wasn't a popular--think about it. It isn't a popular thing now, but it's out more with more training and all more knowledgeable. But it was not a popular thing at the time. Because nothing is going on. It's a lot of stuff going under a rug, so to speak.

Magaly Green: If we go back to Heather Huyck's mother, you know, Dorothy Huyck, who was at Harpers Ferry for a little bit--I knew Heather, that's how I met Heather--was interviewing women, that's the reason those interviews are sealed is because people did pour their heart out to what had happened to them, or how their career was going in the Park Service at the time. You know, to Mrs. Huyck.

Nancy Russell: Was she communicating that to people like Mott?

Magaly Green: I have no idea. I cannot, no. I have no idea. I have no idea. And then, she was ill. So, she started the project, and then Heather took it over. Then eventually the Park Service signed a contract, which lead us to Polly [Welts Kaufman]. The Park Service, they thought they would continue the history of women in the Park Service by having the basis of Dorothy, Mrs. Huyck's work. So, they hired Polly on their contract. It took ten years to write the book [*The Woman's Voice in the National Park Service: A History*].

Nancy Russell: Polly Kaufman?

00:12:55

Magaly Green: Yeah, Polly Kaufman. Because Polly took a historian route to the book and really dug into women's groups that started parks. I mean, each chapter is dedicated to how women impacted the National Park Service as an organization, as a living, how it evolved. The interesting thing about it is, as I said, I spent ten years in the library, and in the basement was the archives. You know where now contracting sits? Well, it was a really depressing place. It was a basement. But that's where the archives went. The interesting thing about it was that I was across the hallway, so I had all the offices here in the archive. One of the great things is I got to meet a lot of important people who knew a lot. So, I ended up talking to them where they would say, "Who's that woman?" So, they would pour out about what they knew about the Park Service. We also had an employee at Harpers Ferry, Dick Russell, Richard Russell, whose father was, in the early—

Nancy Russell: Carl Russell.

Magaly Green: Carl Russell, you know. So, I used to get all the goodies from Dick about his parents. So, it's a great thing. One day we were all in the library and Dave Wright walks in. First of all, nobody knew what Dave Wright looked like, because he hardly ever came up. But I knew what Dave Wright looked like from my going

back and forth. So, this man walks in and says to Nancy Potts, who was Nancy Potts Flanagan, who was our library technician who has passed away. Said he was there to pick up Mrs. Huyck's interviews. They only could be handed to him, and he had to sign. He came directly from Washington, picked them up, had to sign for them and took them, because they were going to be given to Polly to look over, to review as part of the beginning of her work. So, this man walks in and says something. They all looked at me and I said (whispers) "That's Dave Wright." Oh, okay, I guess we can give him this stuff. (laughter) He was our boss. So, the whole thing, you know, so that—

Magaly Green: Then Polly started having regional groups in which she went out and interviewed, she either interviewed people by sending them interview, or she went and sat at regions and parks for days and interviewed. So, we arranged for her to come to Harpers Ferry. That's how my relationship with her started. So, I arranged for the Federal Women's Program, my EEO manager to have Polly come and interview lots of people from Harpers Ferry. Women who had been the first women to work at Harpers Ferry, like Mary Herber, who worked in exhibits, she eventually became the chief of exhibits. Women who had sort of nontraditional jobs in Harpers Ferry. Cartographers. Yeah, so that's how our relationship started.

Magaly Green: As the years went on, anytime she needed anything that was statistics, or anything that had to do with women, [she contacted me]. For years I kept this report that actually went to the department. But I was keeping track of how many women superintendents we had. It's a bit to do. Manuel Lujan, who was our secretary who just passed away, that was one of his things. He homed in the Park Service, he wanted to know how many, his staff wanted to know how many women we had in superintendent jobs. So, I used to have to, every month do this report. So, we fed it to Polly. So, I gave her anything that was part of what was going on at the time with women in the Park Service history of women. So, if we got more superintendents, or if we had a park that had, you know, she worked very closely with--who's the chief of history? Gosh, he lives out in the Southwest now.

Lu Ann Jones: Oh—

Magaly Green: You know who I'm talking about.

Lu Ann Jones: Dwight Pitcaithley.

Magaly Green: Yeah. She and Dwight worked very closely. Because that contract, she worked with Dwight because the contract came through his [office], so she and Dwight kept working really closely. So, I used to work with Dwight if they needed something. So, it was great to work with. I mean, I talked to Polly on a regular basis. I just emailed her. So, when a new park superintendent gets appointed, I send it to her, if it's on the news. And she's done a lot. She lives in Maine. Yeah, so she's done a lot.

Magaly Green: Then we did a women's history exhibit that kind of went with the book, and it became a traveling exhibit. Because one of the things that I manage in the EEO program, we had several traveling exhibits. We had a Hispanic exhibit of Hispanic architecture in different parks that had come from HABS/HAER. They wanted to get rid of the pictures. I said, I'll do something with them. So, we also had Pablita Velarde. It's an artist that did some stuff for the Park Service. People had all this stuff and wanted to--I said, "Don't worry, I'll take care of it." So, we had all these exhibits. We had the EEO, the video about African American sites, black history in the National Park Service, what it was called at the time. I also had a lot of books and movies and all that. So, we developed an EEO library and an EEO also video. I mean, it was then video. So, we either sent people videos for their programs or we sent them movies. We had a lot of, believe it or not, 60? millimeter films that I had bought different movies on women's history or women's subjects. We would travel them to the park. Eventually we got out of it. I ended up eventually transitioning to the management assistant job, and I worked for Dave Wright. And then I worked for, again, both managers, Gary Cummins, and Gary Candelaria.

Magaly Green: Gary Cummins had been the deputy of Grand Canyon. He had a management assistant there, and when he came, he said, "You're the management assistant." Okay. And he said, "Get the PD from Grand Canyon." So, I get the PD of the management assistant from the Grand Canyon. The last sentences says, and I have the PD somewhere, says, "arranges for funerals at the Grand Canyon." It's arranges or something or coordinates or something. So, I laughed, and I went over, and I said, "I don't think you want that in my PD, because the last time I checked, we don't do any funerals at Harpers Ferry Center." (laughter) He goes, "Oh, all right." So that was Gary. (laughs)

Magaly Green: So anyway, I became the public affairs office, the congressional person, the person who gave all the operation tours of the Harpers Ferry Center--local visitors, park visitors, international visitors, all of it I organized and gave all those tours. The people who had been doing it before gave me a tutorial. So, John [Demer?] was the person who had been doing tours for a long time and I took it over. And then we had a whole staff in the front office. We had students. So, it was kind of working the front office and making sure that—and still, I had the EEO program, and I still had the diversity program. I still had all that. It was all embedded in there somewhere. So, I did all that plus I still did my other duties. The only thing I gave up was training. He gave training in '98 back to HR. But the rest of it I kept. EEO, diversity, coordinated investigations, EEO investigations. Or IG investigation.

Magaly Green: We had a big IG investigation at Harpers Ferry one time. I was on the way to Dulles airport. And the IG people were sitting in what is the manager's conference room. They were all in there. The guy comes out and says, "Ms. Green." I said, yep. He said, "I'm so and so." I said, "I know who you are." (laughs) He said, "Can we talk?" I said, "Not today. I'm on the way to Dulles

airport.” He said, “Here’s my card. Call me. I do need to talk to you.” I said, “Okay, I’ll call you back.” Yeah, we had all that to deal with.

Nancy Russell: Were those IG investigations on a personnel standpoint? Or—

Magaly Green: Yeah, just personnel stuff, or people would just--there were always, Harpers Ferry Center, like all in the Park Service, people can always call the IG anonymously, or send a letter or you know. Now it’s all more coordinated. In HR, we have a person who is the IG liaison, who communicates with the IG. So, there’s not this helter-skelter how it used to be. So, it’s a lot more coordinated now. But you know, people could, it’s part of the security, it’s part of the safety net that people have if they think they’ve been in any way mistreated or if there’s something going on. You could always call the IG because somebody had waste, fraud, and abuse. That’s always been there. So, yeah, to me it was just a regular day at work. I mean, people here IG, but as I said, talking to the IG or talking to an EEO investigator or talking to, you know, it was just a regular part of work. Done with one, onto the next case. So, I can’t even think about many cases I worked on at this point.

Nancy Russell: So, was there a perception that like the EEO workload was going down, and therefore you could take on these management responsibilities?

Magaly Green: No.

Nancy Russell: Or it’s just like you’re busy as ever, but now you have something else to do.

01:23:35

Magaly Green: Yeah. Right. Something else to do. Yeah. Dave Wright, in order for me to manage a training program, the visitor accessibility and the training, had changed my classification to a program manager, 345 program management program analyst. It’s just a catchall. So, I left the 206 classification, which is the EEO classification, to become a management and program analyst. So, it worked perfectly for Gary Cummings, because I was already a management and program analyst, just taking more programs. (laughs) Yeah. And public affairs, I went to a couple of trainings, over in NCTC [National Conservation Training Center]. One of the things was in public affairs in the Park Service, there’s always a protocol. If the newspaper calls you and you just can’t answer--there is Dave, you know, our Dave that was the chief of public affairs at the time, Dave Barna, you know, there is a protocol now. But there was always; you just don’t answer the newspaper. So, it was a way for people to come to me and said, okay, this is what we have to do. We’ve got to call Dave Barna, or his staff, someone in his staff, and say hey, we’ve had an inquiry, and blah, blah, blah. So, yeah.

- Lu Ann Jones: So, could I ask, so on the one hand, dealing with EEO, there's all these just things that are lined out. You've got your policy book, etcetera. But in the end, it's about people's lives.
- Nancy Russell: Absolutely.
- Lu Ann Jones: Individual people's lives and stories. So how did you kind of learn to manage--I mean, a lot of what you're hearing is, I would imagine, not very pleasant to have to deal with. How did you kind of learn to manage that part of the job?
- Magaly Green: Well, I think when people say it's a case-by-case basis, it truly is. So, your story cannot be her story. So, you have to deal with, I'm pretty much not on, I mean, probably was a lot more flappable then. But as the time went on and experience. I'm also a very practical person. So, your story is your story, and eventually we're going to be done. So, it's just a matter of experience and personality. I think not everybody is cut out to be an EEO person. I think one of, when I was at the retirement [party for a colleague] last week, someone said, she, "Well, it's interesting, she was one of ours and then she left us." (laughs)
- Magaly Green: I said, "Yes, I abandoned you. How about that for [unclear]?" (laughter) I said, "Or are you trying to say I went to the dark side, HR?" (laughter) Yeah, so I know what's in people's—
- Lu Ann Jones: Yes.
- Magaly Green: But I don't, even though eventually the headquarters job was upgraded to a 13. People ask me if I, I said eventually I ended up with the same job at Harpers Ferry, the GS-13 job. And then when the director of EEO, people called me and said, "Are you applying?" No, I was already, my life, my career, was already a lot more—who I am is not somebody that can probably work on the same thing for 40 years. For one of the things that I've said to people, and I've said to students because I talked to students at Hood, and I'm in Frederick all the time, is find what you like to do, but also, I have had an opportunity that I cannot say that any day has been the same. I have to say that no day has ever—this day is different because of this, even though I may go and do HR stuff, employee relations stuff. So, each person makes the day different. Each case makes it for the diversity of the work. I've got great mentor, so Dave Wright was great, and I had opportunities to do a lot of things, even under Gary Cummins, Don Kodak, because I worked the last, and Don Kodak was a director, because Gary Candelaria was our first director, was able to do a lot of stuff and then have a detail.
- Magaly Green: So, people have said, "She's the queen of details. She's gone to more—" Well, details is another experience. It's enhancing your experience and enhancing your career. And also expanding your network. People have said, "Oh, she knows so and so." Well, if you've been in many task forces, if you'd been in all these

conferences, you build your network. You expand your people that you know and that they may be able to help you, and you can help them.

Magaly Green: So, it's again to sort of answer your question, I think it's just a little bit of a lot of it is personality and a lot of it is just to see it as there is an end to your story and somebody else's story begins. Also, to be able to kind of travel through you know, at the beginning not to be, I mean, you know, it's big now, no judgment. The EEO program, it's about not judging people. It's about hearing what people have to say. If you feel you've been discriminated, I don't have a right to tell you that you shouldn't feel that way. The issue is that when someone files a complaint and it goes through the process and you get to investigate, then you're going to get some facts. There is, continuing what we call on the story there is some truth that keeps on appearing, appearing, appearing. So how people, you get the story of people. So that's the only answer I can sort of give you.

Lu Ann Jones: Mm hmm. Mm hmm. That's interesting. Thanks. Yeah.

Magaly Green: It's been great. As I said, no day has been the same. I mean, either working on stuff in Spanish, or going to a conference, or meeting Polly or, you know, the SWAC committee, or Recruitment Future, it all has been—I worked on the African Burial Grounds. When the Park Service first got it, at the end, because we have a group that said we got fired, but this was [Roger] Kennedy [director of the NPS 1993 – 1997] had asked Dave Wright to send somebody to African Burial Grounds to start the process of media and all that. So, I was the EEO manager, and I had an interest. As a matter of fact, not only did I have an interest, I had a very good friend who worked for the City of New York who was in the area of, her master's degree was in cemetery, African American cemeteries. She worked in tourism for the mayor of New York at that time. So, I called her up. So, I hooked her up with the group. I ended up going to New York to all the meetings for years and years and years. This is a GSA [Government Services Administration] thing. Eventually GSA wanted to do something different. We were out. And then we were back again, the Park Service was again back again. And the original space, and the space—have you been to African Burial—

Lu Ann Jones: I have not.

Magaly Green: Oh, you should go. So, where it is now, it's a lot nicer and a lot bigger than when the project started. So, it turned out to be really wonderful. But it took forever.

Nancy Russell: So, what kind of things were you doing for that project?

01:31:39

Magaly Green: For that project, I was representing Dave Wright. So, I'd travel with the exhibit people, and you know, so I sort of was on the team to make sure they were--

Nancy Russell: That they were developing the interpretive messages?

Magaly Green: They were interpreting. And just meeting with GSA, and the partners. Because at the time we had, you know, one of the many partners, the director of the Harlem Museum, people from the Smithsonian. So, one of the things that--they asked if Harpers Ferry could host two meetings. So, I ended up hosting, Harpers Ferry ended up hosting these two meetings. So, we had to arrange for all these people that came. It was all invitational travel, because the government paid for their [travel], so we had to do all that. It was for people to keep hashing out what was the story of the African burial ground? Who were the subject matter people at the time in the United States, the historians who knew the story? Then GSA and the Park Service. So, it was just a great opportunity again to see a project starting to develop from the ground up. But eventually we got out of it. Then there was a gap, and then eventually the Park Service was back again. So, my involvement in it is just the beginning. You know, the Harpers Ferry. At the time, the people who were now finished are all retired. But the people who finished it at Harpers Ferry Center weren't even involved the first time. Because we had contracting people and all that. I think one person, Kim [Strite], was still involved. But she wasn't involved in the beginning, but she worked for Joanne Grove, who was our contracting officer. So, it's been interesting. It's been really, really wonderful. Yeah. So.

Nancy Russell: Is there anything else that you wanted to touch on?

Magaly Green: Nothing that I can think about right now.

Lu Ann Jones: One question that I sometimes end with is to ask somebody to just reflect on, was there a particular time in your career that you felt particularly good about your career, or especially effective? Even in long, fulfilling careers, there's often a time where there's a certain group of people. Is there anything like that that stands out with you?

01:34:05

Magaly Green: Well, one of the things we haven't talked about is I did go to HR on a detail. (laughs) Again. And ended up with going permanently to HR. When I think it's a great time for me was to have a wonderful staff in HR that we could, you know, we had some discombobulation for lack of a better word in HR at the time. People were not happy. We didn't have an HR chief. There was a lot going on. I volunteered to go over only for a year. I said I still had my job in the front office, and I wanted to go back. So, I volunteered to go for a year. And that year went to two and then went to three. And Debbie [Knight], who used to be our staffing chief, said, "Are you ever going to take the job permanently?"

Magaly Green: Well, I don't know if you know about, the person was the AD in Washington. Oh, gosh, what's his name? Jerry Simpson. Jerry Simpson was the associate [director]

for workforce management, inclusion, diversity, the whole, the longer name that they had. He said to me, "Are you ever going to take the job permanently? Make up your mind." (laughs) Eventually I did and then I hired a staff. Because the staff that was there all needed, they all wanted a promotion. The promotion wasn't at Harpers Ferry. Wonderful women. Debbie and Julie went on to get GS-13 jobs here in the area, in the Eastern Panhandle. And so, I ended up hiring my own staff. The students, everybody was new. I think it's one of the best times when I had an office to manage. I really enjoyed that. Not too many people enjoy supervision, but I had a great staff.

Lu Ann Jones: So how would you characterize your supervision style or philosophy?

01:35:58

Magaly Green: My supervision is, I think, pretty much if you're competent at what you do, I'm not getting in your way. If you have a problem, come see me, or if you need somebody to run interference because somebody's being mean. You know, a couple of times supervisors were trying to be pushy. I would say, if you have a problem with somebody, come and see me and I will talk to them separately. So, it's pretty much, if you're competent in what you're doing, go ahead and do, because I went to HR and I'm not a specialist. So, I hired all these specialists who are, specialists on their area. Employee relations, Steve [Schubart employee and labor relations, Tom [Haman]. Staffing, you know, Gloria was our training officer at the time. So even as an HR assistant, they're learning. I mean, so we had Connie, so all these people I went to supervise in the first go round when I inherited the staff, you know, they knew what they were doing. Why would I get in their face?

Magaly Green: So, my issue was always, --. I think Sarah, who was our student at the time, has the cutest story. So, I went on detail. If she was here, she would tell the story. When I went on detail, she had been trying to get a scanner in HR for I don't know how long. So, I arrive, and I said, "I'm on detail. They put out something at the center." She says, "Do you think you could get me a scanner? I've been asking whoever's acting here for a scanner." I said, "Really? How long?" And she said—and she's great. So, I left her office. I went to see Steve [Pittleman] who was in charge of IT. I said, "Steve! Get Sarah a scanner." The scanner showed up the next day. (laughter) She said after that, "I don't care what you do. You are gold with me." It's like, really? This is the most silly thing. You can't get a scanner? You know.

Nancy Russell: But sometimes little things like that make a huge difference in morale.

Lu Ann Jones: Yes. Yes. And the quality of work life.

- Magaly Green: Like, you can't get a scanner? Steve was one office down from me in the front office, and I'd known Steve when he was in Washington. I said, "Steve. Get Sarah a scanner." He said, "Oh, okay. If you want, I'll get her a scanner."
- Magaly Green: So, she always told that cute story. But again, if you have a problem, come, and tell me. If I have a question on your timecard, I'll ask you. Are you really out the whole day, or tell me if you're not coming in, or if you need to telework, by the time we have telework. Or if you have something happen, just call me, you know, and we'll work it out. Within the bounds of the regulation, we can work it out. Yeah, so that's kind of my style. I think it's because I had a lot of that, I had a lot of that, from different managers at Harpers Ferry. So, it seemed kind of something that I kind of embraced.
- Magaly Green: Then my last detail is, again, working for Jerry Simpson on the famous you know, Jon Jarvis had those 36 things [Call to Action], and I ended up working for Jerry Simpson then on the last detail to get that last--what is it called? You know, he had the 36, I can't think of the word right now, but anyway, the diversity one, which included, which again was a survey that people had to take. I led a team that was sitting everywhere. So, quick story. I was sitting at NCTC in a class. Angela Hargrove, who was the chief of HR at the time, Angela called me and said, "Jerry Simpson wants to talk to you!" I'm like, "I'm in a class." Okay, so she says, "You need to call him." So, I call Jerry. He says, "I need this and this, which I'd like you to do on a detail."
- Magaly Green: I had said to Angela, I had just been to Washington as the chief of HR for Angela for a little over four months. And this happened, pretty much. I said, "I'm not going to Washington again for a while." She said, "Well, he probably wants you to come down here." So, when he called me, I said, "Okay, I'm not coming to Washington." He said, "Well, I need somebody to be down here." I said, "Well, Jerry, who do I have?"
- Magaly Green: He said, "Well, you have this whole team." So, there were people sitting in New Jersey, Texas. Really? So, I ended up only going to Washington like once a week and doing—it was all on the phone. Eventually we had a contractor that designed the survey and launched the survey. And we did the statistics and all that. It was interesting. My sort of last detail in the Washington office until, and then eventually, you know, eventually our staff all moved on. Because we were married with the Washington office, with the Washington SHRO. So, we were no longer an independent office. So, Steve left, Tom left. I was left with the HR assistant. And Erica went to work for the seasonal unit.
- Magaly Green: So, I went to work for Dave Davies. So, my last career is I worked directly for Dave Davies in employee and labor relations. But what we didn't talk about this is that when I was a training officer, I became involved as a contracting office technical representative. So, I've been a COR for a long, long time. First managing training contracts. But eventually it all, you know, EEO contracts and

investigation contracts and all that. Now I manage most of my employee and labor relations work; I manage work wellness programs for the Park Service. I manage the childcare subsidy program, which is a service-wide program that assists families in paying for childcare. And there is a grid, and we're in the process of getting a new contract finalized. Contracting people are in Denver because that's where the people I work with. And the Employee Assistance Program is something I've had for, ten years. And then staffing contracts and security contracts. So, my life has become more I do, my employee relations work is primarily Harpers Ferry Center, although I may end up with a person from anywhere in the Washington office. But we are all divided geographically. So, I have Harpers Ferry Center is my primary customer. And then I have all these contracts. So, I've become sort of a, more contracting than--and I also have done a lot of stuff for the department office of employee relations, because when they have a contract and they need a panel member from the Park Service in employee relations, that's me because I'm the only person who can be in a contracting panel. So that has also been a wonderful experience now to have, directly work with departmental people. So, it's been great.

01:43:48

Nancy Russell: Is that a broader Park Service trend in terms of relying more on contracted services? Or is that something that's been more constant, and it's just a role that you've taken on?

Magaly Green: I think it's been more constant. It's just that HR usually did not have CORs. Because they came from somebody else did it. So, there's only one other COR in the whole HR world of the Washington office. So, I mean, I landed, with my COR credentials, I just recertified my credentials. I landed on their lap with that as an asset. It's funny, again, Tom McGrath and I kind of, you know, we [had good friend?]. And one day Tom McGrath said to me, "Well, you now have really worked on all of administration and also do contracts."

Magaly Green: I said, "Hey, it keeps me gainfully employed, Tom." (laughs) It keeps me gainfully employed. That's one of the things--when I went to HR, it rounded up all my involvement in EEO, HR, training, all the areas of HR, so to speak. So, it's been great. I've had a great life. No complaints. I've had a few moments, but only one time where I probably would have quit. But we're not going to go there. (laughter) Actually, two. But—(laughter) So we're not going to go there.

Lu Ann Jones: Okay. We won't press you on that.

Magaly Green: Very juicy stories. I'll tell you off the record. (laughter) Anyway.

Lu Ann Jones: Well, thank you so much. Anything else?

Magaly Green: Oh, I've enjoyed it. I hope you all enjoyed it.

Nancy Russell: Yes, very much so.

Lu Ann Jones: Very much. Yes.

Magaly Green: So, we'll need to look up Luis Arana, so yeah, I'd love to know that.

Nancy Russell: Thank you.

Magaly Green: You're welcome, yeah.

Lu Ann Jones: Thanks.

01:45:47

[END OF TRACK 1]

[START OF TRACK 2]

Magaly Green: The person that was in charge of training at the time, and gosh, I can't think of his name right now. But anyway, he was involved with all the jamborees, because he was a Boy Scout. In '96 he asked me, "Would you like to be on the Park Service team for the '97 jamboree?" And I said yes. Because as I said, I have three boys, and they're all in Scouts, Cub Scouts. So, I ended up being in the first team, '97. It was just incredible. That year my son, my oldest son went as a participant. So not only was I there working for the Park Service, my son was there as a participant. I returned in 2001, which by then I had my oldest son was a volunteer teaching nature merit badge with the Park Service superintendent that was teaching. Then my two youngest sons were participants. So that was incredible to be there for them. They already know about the Park Service. But to tell the other Scouts about it. You know, "Let's go to my mother's talk," you know, it's not your mother's talk, you know. So then in 2005, I returned in 2010, which is the Boy Scout centennial. It's a big, and also the Park Service director always had-- there was always a lunch where the bureau, the agency heads would come. So, somebody had to kind of meet the director or somebody and make sure they got to the luncheon and all. Whoever it was came by and met the jamboree team. So, the jamboree team got to meet the director at different time. And then 2010—

Lu Ann Jones: So, where's the jamboree held?

01:47

Magaly Green: Well, the jamboree was held until 2010 at Fort A.P. Hill in Fredericksburg.

Lu Ann Jones: Uh huh. Yes.

Magaly Green: You know, to get to Fredericksburg, you have that long ride out to Fort A.P. Hill, which is a huge post, you know. That's when the government, this is all tied to the issue of LBGT, you know, there was a Supreme Court case. And I think it's in 2001 it was in the news a lot. So, my two younger sons said, "Mom, what are we supposed to do if we get a newspaper person ask us?" Because the newspaper people were walking around in the public places asking Scouts. Because that's what newspaper people do.

Lu Ann Jones: Right.

Magaly Green: So, I said, "You say, 'I have no comment.' And keep moving." So, from there, then the Boy Scouts built a place that it's in Bechtel. What's called a summit is where New River Gorge is. So, you get to the summit by going through New River Gorge. The Boy Scouts have this huge place, and now that's where the Boy Scout Jamboree is now held. I was there in 2013. That's my last jamboree.

Nancy Russell: So, every year the Park Service has representatives that go?

03:17

Magaly Green: And now the Park Service doesn't have a team anymore. The people that go, it's not as organized as it was. When I went in '97, they had, already people had done that in '95, because it's every four years. But now it's not that organized, if I understand correctly. Then some of the people from the team who are Boy Scout people anyway, because that was the other thing that attracted, we had like chief of law enforcement, at a park in Texas, or we have people retire from the Park Service, have gone on to other jamborees just, not just, but as Boy Scout people, because they have access to go that way. I just haven't. I had not returned since 2013, mostly because my kids have gotten older. But 2013 I had; my last child graduated from high school in 2006.

Lu Ann Jones: I think before we turned the recorder back on that you just made the comment that one of the reasons the jamboree was so important to you was it got a chance to talk to an audience of young people.

Magaly Green: Yeah, young people about the Park Service, about either a career, because we always had a career workshop meeting. About how Boy Scouts can do service projects, because Boy Scouts have service project hours they have to fulfill. Think of their park nearby, think of a Park Service site, and we've had students that, Scouts that have eventually gone to be seasonals. So, it's a way, again, a way to just spread the word. Not "just," but spread the word. The Park Service at the time, we had sort of a small version of what we call the Conservation Trail. So, all the jamborees at Fort A.P. Hill had a Conservation Trail with panels. So, at every panel you taught the story of conservation of resources or just a different Park Service theme each panel. So, you know, I did interpretation. That was our job. We had a talk that we all had the same talk, except we brought our own version of

it, or our experience or yeah. So, the panels were consistent throughout the years. And it was very specific.

Magaly Green: Also, the Conservation Trail was built with agencies that do conservation. So, you had BLM or Fish & Wildlife. So, all these agencies were in the Conservation Trail. The Scouts went from one agency to another to get water conservation and just different themes. In the good Boy Scout way at the end, if you got all your things sort of signed off or stamped, because we had to have a stamp, then you got a patch. (laughs) In the world of Scouts, there's nothing but a patch. You live for a badge. That's why my youngest son, somebody, who shall remain nameless today, somebody said, "He's spending a lot of time [trading patch?]." I said, I don't really care, as long as he's having a good time. (laughter) I don't care. I would say, when I said, "Did you go here?" Oh, yeah, when, you have no control. Your kid is, we, the Park Service team, we always stayed at a hotel because that's just, you know, the team had to stay at a hotel. We were not staying on the premise of the Boy Scout, or Fort A.P. Hill. We came and went every day. Same thing up at near New River Gorge. And the Boy Scout Jamborees also have, as a matter of fact, the last jamboree, it was in the newspaper of what our last president said. There was some commotion about something that he said, or didn't say, or whatever. So, there's always the opening, the big opening program has the president. Either the president physically there or piped in message. So that's a big deal for the kids to also have a speaker. The person who does the, what is the "Dirty Jobs," the program "Dirty Jobs"?

Nancy Russell: Mm hmm.

Lu Ann Jones: Mm hmm.

08:00

Magaly Green: He is an Eagle Scout. So, one jamboree, I can't think of which one it was, he is the keynote speaker. Well, he had the kids eating out of his, because he's such an animated. He told stories about how his mother had to drag him to the meetings, and I don't want to go. He's from Montgomery County, as a matter of fact. So, it was always great just to have so many young people learn about the Park Service and the Department of Interior, because a lot of our other agencies, bureaus, are represented at the Conservation Trail. We also taught a merit badge. So, there's what was called merit badge Midway. So, we had somebody teaching a merit badge, nature merit badge or something. So, we had people posted around, we also had a couple of people who came from Philadelphia, I think they were archeologists, who were not part of the big team of the Washington office but were part of the team. So, we all every morning got all together, regardless. The big team were assigned, for some kind of reason the archeologists always came from Philadelphia. So, very interesting.

Lu Ann Jones: Right. Well, thank you so much.

Magaly Green: You're welcome.

Lu Ann Jones: That was nice to capture that.

Magaly Green: Yeah. Thank you.

00:09:12

[END OF TRACK 2]

[END OF INTERVIEW]