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Dorothy Huyck's National Park Service Oral History Project, 1942-1987



Martha B. Spice  
October 11, 1978

Interview conducted by Dorothy B. Huyck  
Transcribed by Rev.com  
508 compliant version by Casey Oehler

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## [START OF TAPE 1]

Dorothy Huyck: 00:00 October 11th, 1978. I'm Dorothy Huyck. I will be interviewing Martha B. Spice, who was with the National Park Service until April 1978 at which time, she resigned as manager of the Greenbelt Park on the Baltimore Washington Parkway. She is now a private training consultant and owner of her own business.

Can I ask you how you became acquainted with the National Park Service?

Martha B Spice: 00:29 Yes, I worked – I don't recall how I actually became acquainted, but I did work for one summer as a coordinator of a day camp at Greenbelt Park, the summer between teaching years. I came—

Dorothy Huyck: 00:50 What year was that?

Martha B Spice: 00:50 That was 1970. I'd come to Washington in January 1970, gotten a teaching job, did camp work for the National Park Service in the summer, went back to teaching in fall.

Dorothy Huyck: 01:05 You were trained initially as a teacher?

Martha B Spice: 01:07 Yes, and I have background in recreation. Camp [crosstalk 00:01:10].

Dorothy Huyck: 01:10 Let's talk about background information, can I ask where and when you were born?

Martha B Spice: 01:15 I was born in Springfield, Massachusetts, January 1940.

Dorothy Huyck: 01:19 Are you an only child?

Martha B Spice: 01:23 I'm the first of six.

Dorothy Huyck: 01:28 How much younger is the next person in your family?

Martha B Spice: 01:30 Not very much. We're all within 10 years, the next one is a year and a half younger. She happens to be a GS-14 trial lawyer.

Dorothy Huyck: 01:43 Where did you grow up?

Martha B Spice: 01:45 I grew up in South Hadley, which is suburb of Springfield.

Dorothy Huyck: 01:49 Were either of your parents college graduates?

Martha B Spice: 01:52 My mother was a college graduate and taught physical education for two years prior to her marriage.

Dorothy Huyck: 02:00 And what was your father?

Martha B Spice: 02:00 My father was a partner in a family business, and he was an owner for 40 years.

Dorothy Huyck: 02:13 You attended high school there?

Martha B Spice: 02:15 I attended private school, Northfield School for Girls, now known as Northfield Mount Hermon, and I attended Oberlin College, graduating in 1961.

Dorothy Huyck: 02:23 And what did you major in at Oberlin?

Martha B Spice: 02:23 I majored in music.

Dorothy Huyck: 02:24 Did you go to graduate school?

Martha B Spice: 02:36 Yes. After having two jobs, one of which was in Elizabeth, New Jersey as a community recreation worker. And then being in the Peace Corps in Colombia for two years, doing community development work, I returned to graduate school to get a master's in education so I could be certified to teach.

Dorothy Huyck: 03:03 And where did you do that?

Martha B Spice: 03:03 Springfield College, Springfield, Massachusetts.

Dorothy Huyck: 03:17 During the educational process, during the years of high school and college and finally graduate school, was there someone who encouraged you? Someone in your family? A parent? A teacher? Professor? Someone in your areas that provided encouragement. Or maybe no one?

Martha B Spice: 03:35 I can't get it down to any one person. I think my parents were very eager that we continue our education, particularly my father, since he hadn't gone to college. And my mother, because she felt it was very important that women be prepared and do whatever they would like. I feel

however that I was, I chose music by default, not fully realizing my capabilities or interests or where I would want to fit in this society at the time. Discussion of women's issues and women's consciousness raising was not rampant.

So, I kind of took whatever came next and then chose to go into teaching, interestingly enough, because I thought it was a nice general secondary career. And looking forward to the possibility of getting married. I now reject this and – However, I don't reject my preparation in education because this is something that's been very meaningful to me.

- Dorothy Huyck: 04:53 In what way do you reject it?
- Martha B Spice: 04:56 I reject that, that seemed to me – I reject the reasons for which I made the choice. If I had to do it over again, I think I may well have headed towards Harvard and gotten an MBA. Matter of fact, I am looking towards to getting an MBA at the present time. So that I think I just delayed the flowering of my ability. I don't regret that, but that's the way it was.
- Dorothy Huyck: 05:29 Did you blame that flowering because someone encouraged you to do music at the appropriate time?
- Martha B Spice: 05:40 No, it was just by default, it was an area that I had done a lot of work in, and it was an area that I just decided to continue. It's interesting that after college, I did nothing more with music. As soon as I graduated, I've never touched my instrument. That's not true. I was in a barbershop group for three years, but I have really never done anything with it.
- Dorothy Huyck: 05:56 Where are you possibly getting your MBA?
- Martha B Spice: 05:56 Trinity.
- Dorothy Huyck: 06:00 Here in Washington?
- Martha B Spice: 06:03 Mm-hmm (affirmative). I found out that I have to take accounting. I am very bereft of prerequisite, so I'm taking some accounting and economics. My background is weak.
- Dorothy Huyck: 06:18 I'm a little uncertain. On the one hand your father hadn't had a college education and therefore he [inaudible]

00:06:28] and your mother believes in women doing what they want to do, but were they encouraging?

- Martha B Spice: 06:34 Yes, but only in a very general way. Not in any specific way.
- Dorothy Huyck: 06:42 Do you feel that you were more your own motivation?
- Martha B Spice: 06:42 Yeah. I think that I had met lots of people and I have learned from a lot of people, and I have used lots of people as models temporarily and therefore, no one person at the moment sticks out in my mind.
- Dorothy Huyck: 06:59 Did you play with boys as a youngster?
- Martha B Spice: 07:07 I probably did. I don't remember a lot about that. Of course, having a big family, we played a lot in our family. And then of course in high school, I was in a girls' school. I'm sure we had a social group that included boys, but I don't remember much more than that. I wasn't a big football player or basketball player. I was a tennis player.
- Dorothy Huyck: 07:40 Were you considered a tomboy?
- Martha B Spice: 07:40 No, I don't think so.
- Dorothy Huyck: 07:40 In high school, you were in a girls' school?
- Martha B Spice: 07:40 Mm-hmm (affirmative).
- Dorothy Huyck: 07:45 Did you take math and science in your school?
- Martha B Spice: 07:54 Nope. Well, let's see. That's not true. I had to take math and I had to take some science. Where I really got rid of it was in college. I took no math, and I took one Zoology course, and I feel very badly about that now, that they allowed me to get away with that because now I have to make up those prerequisites.
- Dorothy Huyck: 08:14 In high school, did you take one year of general math, or did you take Algebra or did you take Algebra, Geometry, Calculus [crosstalk 00:08:23]
- Martha B Spice: 08:23 I think, probably whatever was required. I think there's the three years of math required in high school, I'm not sure. Algebra One, Algebra Two, Geometry. I believe I took all

of those. I remember taking – I never have taken Chemistry. I have taken Biology. And in college I took Zoology, which was the only course that I took. I'm appalled that I've never taken economics or really pursued math. And now I come into grips with – That I should not be afraid of those things. I'm managing my own business. I have to know!

- Dorothy Huyck: 08:57 Were those courses looked at as more so for men?
- Martha B Spice: 09:02 I don't remember thinking that way. And perhaps I was socialized that way without being aware of it. But math has never been an area of interest. It still isn't. I don't like detail work of any kind and math is detail work. So, I'm not sure if I can attribute it to the prevailing logic.
- Dorothy Huyck: 09:29 When you were in the teenage years, were you expected to be something more of a lady?
- Martha B Spice: 09:40 No, I don't recall. I have talked to a lot of people about background and expectations. And I find that generally I had to live with less restrictive kinds of expectations, regarding to sex roles. Both parents were very supportive. My mother was a good role model in terms of her career and her profession. I was firstborn and I think that I have a legacy from my mother of – There's certain things that I don't like about my life, but it's not related to sex. It's not related to gender.
- I never felt that the boys were treated any differently than the girls. I never felt that I couldn't do anything, from them. Where the legacy that's hard is that I never felt that was good enough. That's not because I was a woman.
- Dorothy Huyck: 11:02 [inaudible 00:11:02]
- Martha B Spice: 11:02 Very possible. Actually, I felt the pressure more in college. In high school, I did my best work, and I don't think I ever-  
-I went to a very competitive college and always felt that I wasn't good enough. And then there were a lot of brilliant people there. And so, it was hard to maintain your own. And I think that's one of the reasons I went into a field that was less competitive, rather than economics or politics or international affairs, or – I didn't go into education in college because at that time, the weakest of all curriculum,

and I thought, I am not going to waste my time there taking education courses.

Dorothy Huyck: 11:49

[inaudible 00:11:49].

Martha B Spice: 11:49

Well, I went there because of the option for music, certainly, but it wasn't – You had to put time in, but it wasn't the intellectual challenge, it seems to me that some of the areas offered are. So, I do feel that coming out of Oberlin I sadly retained a feeling that I wasn't good enough in relation to men, and that's too bad because I neglected to keep in perspective that, that's one of the top schools in the country and that I did fine.

Dorothy Huyck: 12:35

Were you involved in any extracurricular activities that have since been helpful while you were working for the Park Service?

Martha B Spice: 12:35

Well, that's where I got involved in recreation. I took recreation. I was very inspired by a professor they had there, Dr. Kinsey, and my freshman year I took a course with him, which was one of the most important courses I have ever taken. And I continued to develop my interest in recreation. I led a folk dancing group at college on my own on Friday evenings. And I worked in town at the teen recreation center on my own. Well, with a group of people, and did one-night stands and group games for church groups and that kind of thing. And in summers, I did a lot of camp work. I was a counselor for four or five years.

And then of course that led into the first job I had, which was a Kinsey recreation worker. So that – just with one course and my own interest, plus my mother's interest because that was kind of her field too – I really developed that and that I think helped me a lot in the Park Service job.

Dorothy Huyck: 13:43

Were you interested in camping trips and fishing trips?

Martha B Spice: 13:48

No, I didn't really – We had done a lot of camping as a family. I didn't enjoy that a whole lot because I didn't like packing up the tent and moving on and then unpacking it and setting it up again. So, I didn't do much of that on my own. I've been on a couple of trips. I enjoy it, but I don't enjoy the hassle of getting ready for it. I went on a three-week camping trip with my husband in Nova Scotia, and I went on a canoe trip in the wilderness with three other

counselors at camp. And I've done minimal, minimal things. Not too much.

- Dorothy Huyck: 14:30 Had you been to national parks before [inaudible 00:14:36]?
- Martha B Spice: 14:37 Some. I don't really remember as a child. We were a lot in state parks, and I don't know how much we were in national parks. Perhaps some, but I didn't probably recognize the difference then.
- Dorothy Huyck: 14:48 After you graduated Oberlin in '61, it was then you were doing Kinsey recreation work?
- Martha B Spice: 14:52 Mm-hmm (affirmative).
- Dorothy Huyck: 14:52 From '61 until when?
- Martha B Spice: 14:52 '63.
- Dorothy Huyck: 14:52 And after that time?
- Martha B Spice: 14:52 And then I went into the Peace Corps.
- Dorothy Huyck: 14:52 From '63-'65?
- Martha B Spice: 14:52 '60s yeah, approximately.
- Dorothy Huyck: 14:52 And where were you in Colombia?
- Martha B Spice: 15:08 Nava, just south of Bogota. Way south.
- Dorothy Huyck: 15:18 And after you returned?
- Martha B Spice: 15:18 Then I was faced with, "What am I going to do next?" which was very traumatic because I had never figured out a career. So, I figured, well, what I think I'd like to be able to do is teach. I like to keep my options open. I don't like to get into something that's going to be confining. So, I thought, well, if I teach, then I can go anywhere and do anything. So, I quickly went through the fastest master's program in the country, I think. Because I had had no education courses, and in nine months I was out with a Master's in Education and my teaching certificate.
- Dorothy Huyck: 15:58 Is that something of a record?



- Martha B Spice: 16:01 I would think so. Plus, I got it on scholarship, but they had two scholarships for Peace Corps volunteers. So that was very fortunate and no thesis, which I didn't care. I just wanted to get out, no thesis. It makes you wonder about the institution, but I'm delighted to have come out with a degree! Then I taught for three years in Glastonbury, Connecticut, fourth grade. And I enjoyed that very much. It was very, very stimulating. I taught with some very good professionals and learned a great deal.
- Dorothy Huyck: 16:44 Which occurred in what, '69-'70?
- Martha B Spice: 16:50 That brings me up to '69, June of '69. When I resigned, I had--Let's see, the summer of '68 I had taken a group with the Experiment in International Living. I had taken them to Colombia. Sorry, I forgot to bring you my 171. I'll send it to you. Just slipped my mind. And so, summer of '69, I took a group to Spain, and the group came back, and I stayed in France. I spent the fall in France learning French and kind of touring around. I found though that I couldn't mix two languages at the same time. I either to have to speak one or have to speak the other. And this was very discouraging to me that I couldn't flip back and forth, even though my French facility wasn't bad. All of a sudden, I'd lost all Spanish facility and that sort of scared me.
- So, I came back November of '69, I guess, or December, and decided to move to Washington. A friend of mine was here attending law school. And I moved in with her and lived with her for a year while I taught. It was very interesting. I taught in Anacostia, and I was the only white teacher in the school and the only white person in the school. And it was very difficult.
- And the reason I went there is because I had been teaching in a lily-white suburb. And I thought that perhaps I should know what the other side of the story was. I found out that I wasn't – I had a hard time on the other side of the story. I took the class because I felt – Even though I felt it would be difficult, they had had five teachers between September and December. And I felt if all I could do was stay there, that would be better for the children than anything else. I mean, that would be good enough, if all I could do was stay. So that kept me going because I had promised I would stay.

- Dorothy Huyck: 19:22 You provided some continuity.
- Martha B Spice: 19:24 I provided stability and continuity, and I did a lot more than that at some cost to myself. But I did help some children blossom and I then took a fifth-grade class. This was a fifth-grade class, matter of fact. The fifth-grade class there was about the level of the – I had taught a slow fourth grade class in Glastonbury, Connecticut. They're about the same level. I was appalled. And these were supposed to be the bright children. These were the ones that they had allowed to be without a teacher because they were the brightest.
- And then I took a class, a fourth-grade class, that fall. And then in the process, I decided to get married, but I – It was too much for me. So, I resigned in December of 1971, no, 1970. And I did some substitute teaching in January, knowing that a job at the National Park Service would be opening up in February, precisely the coordinator job for the summer programs, in which I'd worked the year before. And I felt a well-qualified to do that and was accepted to do that because it combined, you know, administrative skills, recreation understanding. Because it meant coordinating, setting up and coordinating the 11-day camp or recreational bus programs that were offered by the Park Service for summer residents of DC. So, I had some sense of what the urban kid was all about, and I had some recreation ability and lots of administrative ability. And I think we did a good job.
- Dorothy Huyck: 21:33 And how long did you remain in that position?
- Martha B Spice: 21:38 That was only a nine month, maybe even seven-month position. I knew that that was temporary, but I also knew that maybe I'd like to continue working with the park service. I really enjoyed it.
- Dorothy Huyck: 21:52 At what grade did you enter?
- Martha B Spice: 21:54 I entered at a seven, I believe.
- Dorothy Huyck: 22:00 And at the end of your seven-month experience?
- Martha B Spice: 22:04 Somewhere in there, they got me a nine because I did have the master's degree. And then apparently just in the work that I had been doing, one of the superintendents said, well,

he'd like to have me when my term finished up there. And he would try to get me permanent. So, I moved down to his office, even though I was still temporary. And eventually they got me off the register as 9 permanent. It was quite a while, but they did.

Dorothy Huyck: 22:42

And where were you working then?

Martha B Spice: 22:46

That was under Superintendent Failor the National Capital Parks Central.

Dorothy Huyck: 22:53

And what were you doing there?

Martha B Spice: 22:57

I was their coordinator for urban programs. At that time, somewhere in the parks was at full swing and they had the downtown concerts, and they had the jousting and they had – And all of these lands were National Capital Parks Central. And so, I was the liaison between what Summer in the Parks kind of generated and what we had to provide support to. Plus, we still worked on the summer program because we had to make sure that the people in our area got the word for summer programs and understood the system for signing up and did things properly. That's about all I remember about that job. I probably did more, but, in addition, I was acting chief of the division for a while.

Dorothy Huyck: 23:45

What year are we talking about?

Martha B Spice: 23:48

We're talking about probably the first six months or nine months spanning from the fall of 1971 to June 1972. I think.

Dorothy Huyck: 24:09

And where did you go then, in '72?

Martha B Spice: 24:15

Then I was feeling a lot of pressure at that time because I felt that I deserved more than a nine and it was uncertain whether that there would be that leeway for the 11 in that office. And I really didn't know what to do. At that time, I still had not thought about career. I still not analyzed [inaudible 00:24:39] as a career. I now teach that, but at that time, I didn't know very much about it. And I feel very fortunate because in the Park Service I was moved appropriately and didn't have to get stuck. So, in June they reorganized, and I was moved, given my 11. I guess I had maybe gotten the 11 before I moved, I'm not sure. But

moved to Chief of Recreation, or Interpretation, Recreation, Resource Management, was the title, out of GW Parkway.

Dorothy Huyck: 25:30 Headquartered at Turkey Run?

Martha B Spice: 25:31 Headquartered at Turkey Run.

And the superintendent was Dave Richie. And I guess I went out there as an 11, but it was supposed to be a 12 position. However, there was a freeze, and I felt very, very resentful because the freeze lasted quite a long time and that was a designated 12 position. So there, it was a very interesting time of expansion out there. I kind of oversaw the development for the beginning of Turkey Run Farm. The beginning of Glen Echo Park. I was I think an integral person and the decentralization. We were the first park that decentralized their operations to make the site managers responsible. To make the help the site managers hire, set their goals, log their budgets.

It was very, very exciting time. Morale was very, very high. And I consider that I personally contributed a great deal to that because of my style of work.

Dorothy Huyck: 27:11 How long were you at the Parkway?

Martha B Spice: 27:26 I was there for three years. We had the decentralization done by the end of two. And then I started getting bored. I get bored easily. I've never been in a job more than three years. One year to learn it, another year to do it, and then you better start looking for another job.

Dorothy Huyck: 27:49 Which you did.

Martha B Spice: 27:51 Yeah, well, at that point, it was very interesting. I was ready shortly after the second year, matter of fact, I was kind of feeling discouraged and wanting to move. And I scheduled myself an operation and took a month off and with recuperation time and got myself geared up with some new fresh ideas and went back to the job again, that was in November of 1974.

Then in June of 1975, I understood that I was being considered for the superintendent of Catoctin. And said I would enjoy doing that. They took such a long time to decide that I was already making arrangements. I had

attended a career development course, as a matter of fact. And I think in 1974, and I had been doing a lot of thinking about what I was going to do. And in 1975 the spring, I had taken up a course at GW University in adult education. I thought that I wanted to maybe get back into education and training. And in the process, I met the person who is now my partner. And she said there was a job opening at the overseas education fund. So, I went over there, and they hired me to go to Paraguay. Sent me to Costa Rica for three weeks for training, and then hired me to go to Paraguay for three months in the fall and three months the next spring.

So, I was going to resign from the Park Service. However, Dave Richie, who was in Boston, when he found out, he called me. He said, "Martha, don't resign. Just take a leave of absence. Maybe you'll want to come back." And I said, well, I didn't want to put anybody else through what I'm going to do, because I don't know whether I want to come back. But he said, "Well, it's worth a try." So, he called a few people and set it up. And I took a leave of absence for a year.

- Dorothy Huyck: 29:54 You went to Costa Rica for language?
- Martha B Spice: 29:59 Some. Kind of refresher in – I went with another woman who is now my other partner, to watch what they were doing in Costa Rica, which was similar to what I would be doing in Paraguay. So, it was a good language refresher, as well as a good opportunity to see what was going on.
- Dorothy Huyck: 30:16 And when you got to Paraguay, what were you there for?
- Martha B Spice: 30:18 I was doing organizational development, training and consulting with a woman's organization there, a voluntary civic organization called Legal Women's Rights.

[END OF TAPE 1]

[START OF TAPE 2] Note that this tape starts in the middle of a conversation and is a poor-quality recording. There appears to be lack of continuity between the two recordings suggesting information is missing.

- Dorothy Huyck: 00:02 [inaudible 00:00:02] therefore advise a young woman to consider [inaudible 00:00:16] but also to think about the possibility she might enter for a period of time. You don't

know [inaudible 00:00:16] not necessarily take on this [crosstalk 00:00:16].

Martha Spice: 00:15 Mm-hmm (affirmative), yes. Yes, definitely.

Dorothy Huyck: 00:15 You were married?

Martha Spice: 00:20 Yes, I'm not married anymore. I'm separated.

Dorothy Huyck: 00:24 When were you married?

Martha Spice: 00:24 I was married in December of 1970, and I separated in July of 1977.

Dorothy Huyck: 00:27 What did [inaudible 00:00:28] motivate you [inaudible 00:00:38]?

Martha Spice: 00:40 Oh, yes, I think so. The problem is traveling. The other thing is, I think if I had been going to advance, I would have had to move, seriously. I think maybe they could have found one more spot for me if I had wanted it around here [inaudible 00:00:59]. But I think realistically, for the organization, there needs to be some moving around if you're truly [inaudible 00:01:10] lined up with the organization. And in that sense, I think it's difficult for them. I don't agree with these moves every two years, but my marriage did not fall apart because I was involved in the Park Service, for sure.

Dorothy Huyck: 01:23 So what happened was not [inaudible 00:01:40]?

Martha Spice: 01:40 No.

Dorothy Huyck: 01:40 [inaudible 00:01:40].

Martha Spice: 01:40 [inaudible 00:01:40] it was far more.

Dorothy Huyck: 01:54 And you never told him?

Martha Spice: 01:54 No.

Dorothy Huyck: 01:54 Is there anyone else that you are financially responsible for?

Martha Spice: 01:54 No.

- Dorothy Huyck: 01:54 [inaudible 00:01:54].
- Martha Spice: 01:54 Mm-hmm (affirmative). Mm-hmm (affirmative).
- Dorothy Huyck: 01:54 [inaudible 00:01:54] something that we have not talked about that you would [inaudible 00:01:54]?
- Martha Spice: 01:56 Only that I've considered that my experience as woman in the Park Service is probably a lot different than a lot of other people. And I hope that you are exploring with those women who have come up against real barriers. I know enough women have come up against the real barriers, that it's not in their mind. And [inaudible 00:02:22], my position at [inaudible 00:02:24], but I think I'm in the minority.
- Dorothy Huyck: 02:27 [inaudible 00:02:27]?
- Martha Spice: 02:33 Well, I think the impression a woman can only do certain things is a real barrier. When a woman wants to be a ranger, or wants to [inaudible 00:02:46], or wants to do something else, she has to be the best. And I've known a couple of women that are the best, and that's the only reason they've made it. And I think that's too bad. You don't have to get the top floor in the law enforcement craft [inaudible 00:03:05] to be a law enforcement officer.
- I know a woman who did that. I know another woman who [inaudible 00:03:12] had difficulties because she married a ranger, and yet I think she is more qualified than he is, quite frankly, demonstrated after years and years of work. And the barriers that they have encountered to helping them continue their participation as married and competent are not even [inaudible 00:03:37]. Maybe it's the personnel system needs to be worked on, but it's certainly there in the minds of supervisors and superintendents who don't think that women can do certain things. And it's simply wrong.
- Dorothy Huyck: 03:57 How were you [inaudible 00:03:57]?
- Martha Spice: 04:00 I hope not. I hope that either with a report of this kind, this is going to the director, and some kind of analysis [inaudible 00:04:11] whereby women [inaudible 00:04:17] maybe can be evaluated a little more formally or a little more seriously. Now I shouldn't say that only women have got – I have known men, anybody, I'm afraid, who is competent sometimes has a struggle with being Black in

this period of [inaudible 00:04:41]. I have been very fortunate that I have not run into this. One of the most competent and all around [inaudible 00:00:02] evaluation task force at one time. They were all [inaudible 00:04:52].

I also have had a lot of interns, [inaudible 00:04:59] interns [inaudible 00:05:02]. One I considered to be the most competent one I have ever seen in my life, and his first assignment in a place where – And what I mean by competent was, not arrogant, not – extremely good human relations ability, as well as competent. So, he was not a person who was going walk in and try to take over the place. But he was Black. Because the supervisor was so threatened by his ability to do things quickly and his ability to learn a lot of things. So, when you have these supervisors, they were probably blocking the people, both males as well as females, and they were probably blocking the females more.

- Dorothy Huyck: 05:57 [inaudible 00:05:57] accomplished, women are intimidated [inaudible 00:05:57] because they are—
- Martha Spice: 05:57 Yes, they are. Yes, they are.
- Dorothy Huyck: 05:57 [inaudible 00:05:57] and they are [inaudible 00:06:00].
- Martha Spice: 06:01 Yes. As a matter of fact, my last ranger – have always [inaudible 00:06:03] highly competent rangers that are mostly subordinate to men. I know I [inaudible 00:06:11] but, I've had extremely competent. And the last one was so competent, he didn't threaten me, but he threatened my boss. But then again, I told you the last one my boss was threatened. But this is the type of person who can go for an MBA, who can do his job, can [inaudible 00:06:37], and do everything. But [inaudible 00:06:43] human relations skill, and you got a choice. Let him go and look good yourself, or hold him in and have trouble? I always [inaudible 00:06:52] for letting him go, we got a lot more done that way.
- Dorothy Huyck: 06:54 [inaudible 00:06:54].
- Martha Spice: 06:54 Oh, I think certainly one of the things lies within a woman herself. I deal with a lot of secretaries in my work, they [inaudible 00:07:39]. I see what you're saying, the National Park Service secretarial level tend not to see a way out. In



fact, it is very, very difficult to cross over, but, nevertheless, there is a way out. And to the extent that you don't see yourself as being able to do something about the situation, then you're not going to be able to. I deal with a lot of women in some circumstances and they're just not doing [inaudible 00:08:08] about their own situation.

- Dorothy Huyck: 08:08 [inaudible 00:08:08] necessary for a woman to look at what she can do to [inaudible 00:08:08].
- Martha Spice: 08:08 Oh, definitely.
- Dorothy Huyck: 08:09 And not just [inaudible 00:08:09].
- Martha Spice: 08:09 I never rely on anybody else. I think that a person simply wants to take care of themselves. I advise looking at a situation, I advise analyzing it, and I advise making a decision and going ahead. I think that of the woman rangers that I have seen, the competent woman rangers, [inaudible 00:08:24] that's true. I think they are making decisions for themselves. [inaudible 00:08:29].
- Dorothy Huyck: 08:29 [inaudible 00:08:29].
- Martha Spice: 08:29 If you're talking about rangers and you're talking about [inaudible 00:08:52] most women have [inaudible 00:08:52]. Most of rangers and [inaudible 00:08:56] are not married. Most of the secretaries are [inaudible 00:09:10] and you're dealing with two different things.
- Dorothy Huyck: 09:34 [inaudible 00:09:34].
- Martha Spice: 09:34 I think that we still have a different range of options. [inaudible 00:09:34].
- Dorothy Huyck: 09:34 Kind of along those lines, have you encountered [inaudible 00:09:34] marriage [inaudible 00:09:34] government training they could [inaudible 00:09:34] responsible for [inaudible 00:09:39].
- Martha Spice: 09:41 No, [inaudible 00:09:42] person. No, the only two persons I know--I think, I'm not sure, [inaudible 00:09:56] but I know that one of them, the husband got accepted to [inaudible 00:10:01], and I think it was well seen by those of us around her that she was the one sacrificed. I understand [inaudible 00:10:10] go through difficulties

finding a spot [inaudible 00:10:13] same park where he is, even if he is in a very large park. [inaudible 00:10:17] I hope that [inaudible 00:10:18]. Another individual, top law enforcement officer, [Connie 00:10:22] [inaudible 00:10:22] has recently married a ranger and is now [inaudible 00:10:28]. I am more than [inaudible 00:10:29] it seems to me very important to explore this because the [inaudible 00:10:30] very confident, very dedicated women and I [inaudible 00:10:30].

Dorothy Huyck: 10:30

From a mobility standpoint [inaudible 00:10:47]?

Martha Spice: 10:52

Well, I don't think that mobility should be such a factor in the advancement of male or females. I think that mobility [inaudible 00:11:20] has had the most detrimental effect probably on women in the [inaudible 00:11:20]. And I think that this is wrong and puts them in a hard spot, it [inaudible 00:11:24] decision on how much can they sacrifice career growth and how much can they sacrifice stability for the family, or a wife's job? I think it's very difficult, and it's more and more difficult now that women are starting to make themselves their own career and they certainly have a right to do that. So, I think mobility certainly is a factor in long-term [inaudible 00:11:44], but I hope that it won't be considered [inaudible 00:11:48]. It's an important factor [inaudible 00:11:49].

Dorothy Huyck: 11:48

Mm-hmm (affirmative). [inaudible 00:11:53].

[END OF TAPE 2]

[END OF INTERVIEW]