

# WOMEN'S EQUALITY DAY

August 26, 2015

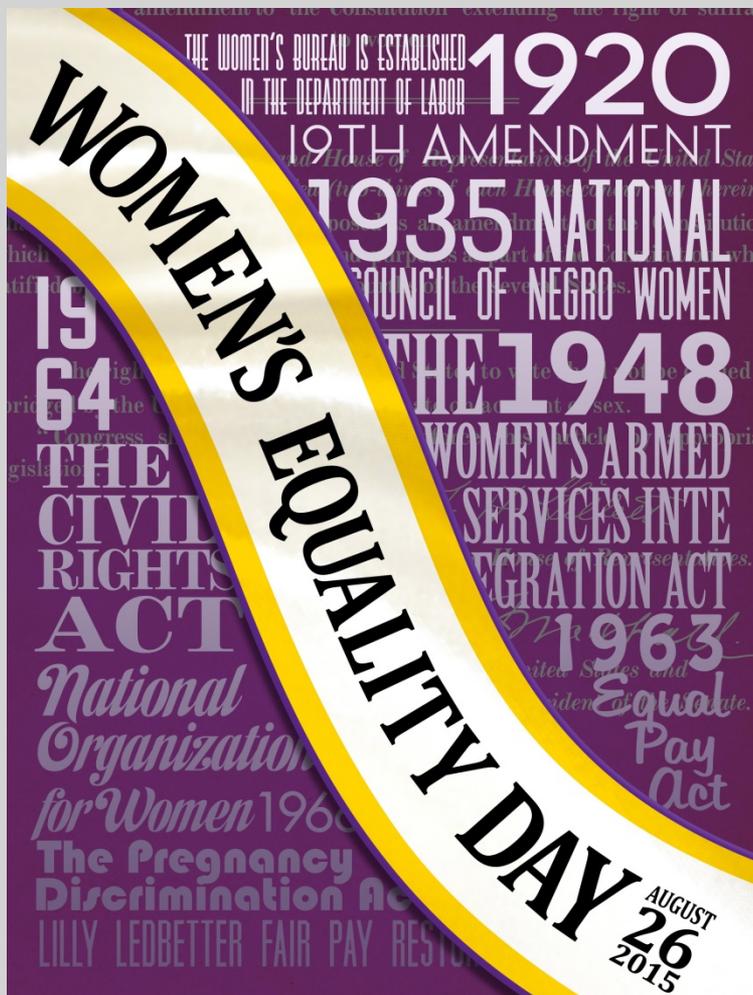
# WOMEN'S EQUALITY DAY

Women's Equality Day commemorates American women achieving full voting rights under the U.S. Constitution by passage of the 19th Amendment in 1920.

This historic event was the culmination of a massive civil rights movement by women that had its formal beginnings in 1848.



# WOMEN'S EQUALITY DAY



This presentation provides a brief historical overview covering the last nine decades and the continued advancements made toward women's equality.

# WOMEN'S EQUALITY DAY



Alice Paul founds the National Woman's party. She leads activists to picket at the White House and Congress. She and her colleagues are arrested and imprisoned; they engage in hunger strikes and endure forced feedings.

The Suffragists continue lobbying states in order to have the amendment ratified by the required two-thirds of the states.

# WOMEN'S EQUALITY DAY

Tennessee was the final state needed for ratifying the 19th Amendment. The state's decision came down to 24-year-old Representative Harry T. Burn to cast the deciding vote.

Although Burn opposed the amendment, his mother implored him to approve it. Burn heeded the advice of his mother and cast the deciding vote on August 26, 1920.



# WOMEN'S EQUALITY DAY

The 19<sup>th</sup> Amendment to the Constitution was finally ratified, enfranchising all American women and declaring for the first time that they, like men, deserved all the rights and responsibilities of citizenship.



# WOMEN'S EQUALITY DAY

A provision of the Army Reorganization Act grants military nurses the status of officers with “relative rank” from second lieutenant to major.



Although the act allows Army nurses to wear the insignia of the relative rank, the secretary of war does not prescribe full rights and privileges, such as base pay, for nurses equal to that of an officer of comparable grade.

The 1920s

# WOMEN'S EQUALITY DAY



The Women's Bureau is established in the Department of Labor. The bureau is given the power to *“promote the welfare of wage-earning women, improve their working conditions, increase their efficiency, and advance their opportunities for profitable employment.”*

The 1920s

# WOMEN'S EQUALITY DAY



Mary McLeod Bethune organizes the National Council of Negro Women, a coalition that lobbies against job discrimination, racism, and sexism.

She envisions “Unity of Purpose and a Unity of Action” by working together and advocating the use of collective power on issues affecting women, their families, and communities.

The 1930s

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President Roosevelt signs the Fair Labor Standards Act (FLSA) into law. For the first time, the federal government guarantees men and women a minimum wage and overtime pay, extending basic workplace protections to all—an important step forward for the labor movement and for women's equality.

The FLSA comes after years of negotiations spearheaded by Secretary of Labor Frances Perkins, the first female cabinet member in U.S. history.

The 1930s



# WOMEN'S EQUALITY DAY



Eleanor Roosevelt transforms the role of first lady during her husband's presidency. She is the first wife of any president to hold regular press conferences and go on the lecture circuit, and her social activism gives a voice to women and minorities.

The 1930s

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President Harry Truman signs into law the Women's Armed Services Integration Act, granting women permanent status in the Regular and Reserve forces of the Army, Navy, and Marine Corps, as well as the newly created Air Force.



The 1940s

# WOMEN'S EQUALITY DAY

The first government-funded day-care centers and nurseries are created. The federal government sponsors 400,000 preschool children to attend day care so their mothers can work to produce war materials.

After the war, the government removes its support of day-care programs and advises women to return home.



The 1940s

# WOMEN'S EQUALITY DAY



The Defense Advisory Committee on Women in the Services (DACOWITS) is created to advise on the recruitment of military women for the Korean War. DACOWITS' recommendations will be instrumental in effecting changes to laws and policies pertaining to

The 1950s military women.

# WOMEN'S EQUALITY DAY



Rosa Parks refuses to vacate her bus seat for a White person in Montgomery, Alabama, prompting Black and White women to join together to fight segregation and inequality. Her actions began the Montgomery bus boycott.

The 1950s

# WOMEN'S EQUALITY DAY

President John Kennedy establishes the President's Commission on the Status of Women to explore women's issues. He appoints Eleanor Roosevelt to chair the commission.



The commission documents substantial discrimination against women in the workplace and makes specific recommendations for improvement, including fair hiring practices, paid maternity leave, and affordable child care.

The 1960s

# WOMEN'S EQUALITY DAY

Congress passes the Equal Pay Act, requiring employers to pay all employees equally for equal work, regardless of their gender.



The 1960s

# WOMEN'S EQUALITY DAY

President Lyndon Johnson signs the Voting Rights Act, prohibiting racial discrimination in voting. Designed to enforce the voting rights guaranteed by the Fourteenth and Fifteenth Amendments to the Constitution, the act results in the empowerment of racial minorities throughout the country.



The 1960s

# WOMEN'S EQUALITY DAY



Betty Friedan publishes her highly influential book, *The Feminine Mystique*, which describes the dissatisfaction felt by middle-class American housewives with the narrow role imposed on them by society.

The book immediately becomes a best seller. It is widely regarded as one of the most influential nonfiction books of the 20th century.

The 1960s

# WOMEN'S EQUALITY DAY



The National Organization for Women (NOW) is formed.

It becomes the largest women's rights group in the U.S. and begins working to end sex discrimination, especially in the workplace, by means of legislative lobbying, litigation, and public demonstrations.

The 1960s

# WOMEN'S EQUALITY DAY

Executive Order 11375 expands President Lyndon Johnson's affirmative action policy to cover discrimination based on gender.



As a result, federal agencies and contractors must take active measures to ensure that women as well as minorities enjoy the same educational and employment opportunities as White males.

The 1960s

# WOMEN'S EQUALITY DAY



**WANTED—MALE HELP.**

**Salesmen.**  
**WANTED—A MAN TO SELL A SPECIALTY:** one who has experience in the wholesale grocery line preferred. Address T 110, Tribune office.  
**WANTED—A FIRST-CLASS CITY CIGAR SALESMAN:** a good opening for the right man. Address T 101, Tribune office.  
**WANTED—EXPERIENCED COFFEE AND SPICE SALESMEN** in Wisconsin, Indiana, Illinois, Michigan, and Ohio. Address Tribune office.  
**WANTED—SALES** entirely new articles. 603 Manhattan.  
**WANTED—A THOROUGHLY EXPERIENCED** imported and domestic goods known to the trade of etc.; none but first-class site experience and a NICHOLS & CO., Importers, New York.  
**WANTED—A MAN** ter, one who is willing to sell Chicago lots at terms a ready sale; must give NICHOLS & CO., 184 Dearborn-st.  
**WANTED—TWO GOOD** wholesale jewelry preferred. Call Monday 2  
**WANTED—FIRST-CLASS** with reliable house sellers and for cash at-able parties need apply.

**Solicitors**

**WANTED—LIFE** who can give re-make liberal contract. **WOMEN'S LIFE ASSOCIATION**

**WANTED—FEMALE HELP.**

**Bookkeepers and Clerks.**  
**WANTED—A YOUNG LADY WHO IS** a thorough and expert bookkeeper and accountant; no attention paid to answers that do not give full particulars and salary expected. Address O 68, Tribune office.  
**WANTED—BRIGHT, INTELLIGENT YOUNG** lady who writes well and rapidly; work is mostly copying; state age and salary expected. Address Tribune office.  
**WANTED—A BRIGHT** man girl. 5629 Wentworth.  
**WANTED LADY BOOKKEEPER** on; small salary; state age and salary expected. Address Tribune office.  
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The Equal Employment Opportunity Commission revises guidelines on sex discrimination, making it clear that the widespread practice of publishing “help wanted” advertisements that use “male” and “female” column headings violates Title VII of the Civil Rights Act of 1964.

The 1960s

# WOMEN'S EQUALITY DAY

Title IX of the Education Amendments bans sex discrimination in schools. It states: *“No person in the U.S. shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any educational program or activity receiving federal financial assistance.”*



Patsy Mink is one of the principal authors of the Education Amendments. Mink is the first Asian-American woman and woman of color to serve in Congress.

The 1970s

# WOMEN'S EQUALITY DAY



The Supreme Court rules that inequities on benefits for the dependents of military women are unconstitutional.

Previously, military women with dependents were not authorized housing nor were their dependents eligible for the benefits, such as medical benefits, afforded the dependents of male military members.

The 1970s

# WOMEN'S EQUALITY DAY



The Department of Defense reverses policies and provides pregnant women with the option of electing discharge or remaining on active duty. Previous policies required women be discharged upon pregnancy or the adoption of children.

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The United States Coast Guard opens all assignments to women.



The 1970s

# WOMEN'S EQUALITY DAY



The Pregnancy Discrimination Act amends Title VII of the Civil Rights Act and bans employment discrimination against pregnant women.

Under the act, a woman cannot be fired or denied a job or promotion because she is or may become pregnant, nor can she be forced to take pregnancy leave if she is willing and able to work.

The 1970s

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The Equal Credit Opportunity Act prohibits discrimination on the basis of sex and marital status in the granting of consumer credit. The Federal Reserve publishes regulations to ensure enforcement. Women begin establishing their own credit.

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The Voting Rights Act is amended to require that election materials be made available in other languages such as Spanish.



The 1970s

# WOMEN'S EQUALITY DAY



The first women graduate from the service academies as a result of Public Law 94-106, signed by President Gerald Ford.

Sixty-six percent of the women in the first coeducational classes graduated—comparable to 70 percent of the men, whose attrition rate due to academic failure was twice that of the women.

The 1980s

# WOMEN'S EQUALITY DAY



Sexual harassment is officially defined by the Equal Employment Opportunity Commission.

The Supreme Court overturns a law stating that a husband is “head and master” of a women’s property. Sandra Day O’Connor becomes the first woman appointed to the Supreme Court.



The 1980s

# WOMEN'S EQUALITY DAY

Congress repeals the laws banning women from flying in combat and duty on combat ships.

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Geraldine Ferraro secures the nomination as the first woman vice presidential candidate on a major party ticket.



The 1980s

# WOMEN'S EQUALITY DAY



The USS *Eisenhower* is the first carrier to have permanent women crew members. Sixty-three women are initially assigned.

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1LT Lisa Kutschera and WO1 Debra Mann, Blackhawk helicopter pilots, are awarded the Air Medal with “V” device for valor under fire while transporting troops during Operation Just Cause, the invasion of Panama.

The 1990s

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The Family and Medical Leave Act (FMLA) guarantees a person up to twelve weeks of unpaid leave to care for a baby, adoption of a child, placement of a child in foster home, or an ill family member.



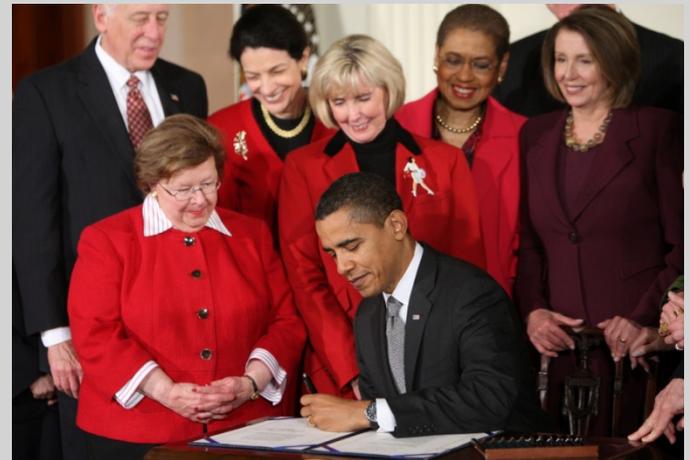
FMLA applies to both women and men, and especially allows women to balance the demands of the workplace with the needs of families.

The 1990s

# WOMEN'S EQUALITY DAY

President Obama signs the Lilly Ledbetter Fair Pay Restoration Act, allowing an employee to recover back pay for up to two years preceding the filing of a discrimination claim.

This Act is named after Lilly Ledbetter, a former employee of Goodyear who was paid less than her male counterparts.



The 2000s

# WOMEN'S EQUALITY DAY



President Obama establishes the White House Council on Women and Girls by executive order.

The council's purpose is to *“provide a coordinated federal response to the challenges confronted by women and girls and to ensure that all Cabinet and Cabinet-level agencies consider how their policies and programs impact women and families.”*

The 2000s

# WOMEN'S EQUALITY DAY



Defense Secretary Leon Panetta announces that the ban on women serving in combat roles will be lifted.

Joint Chiefs of Staff Chairman General Martin Dempsey says, *“The time has come to rescind the direct combat exclusion rule for women and to eliminate all unnecessary gender-based barriers to service.”* The move reverses the 1994 rule that prohibited women from serving in combat.

The 2000s

# WOMEN'S EQUALITY DAY

In the 95 years since the 19th Amendment was ratified, women have made strides in every facet of American life, and we have learned that our country succeeds when women succeed. Investing in gender equality and women's empowerment can unlock human potential on a transformational scale.



# WOMEN'S EQUALITY DAY



*“As we reflect on decades of progress toward gender equality, we must also resolve to make progress in our time. Today, we honor the pioneers of women’s equality by doing our part to realize the great American dream—the dream of a nation where all things are possible for all people.”*

*–President Barack Obama*

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