

**August Facts of the Day 2015**



**DEFENSE EQUAL OPPORTUNITY MANAGEMENT INSTITUTE  
DIRECTORATE OF RESEARCH DEVELOPMENT AND STRATEGIC INITIATIVES**

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Day	Fact	Source
1	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.	<a href="http://www.trumanlibrary.org">http://www.trumanlibrary.org</a>
2	In 1971, Congress passed legislation to officially recognize August 26 of each year as Women's Equality Day. The day marks the anniversary of the 19th Amendment to the U.S. Constitution, which was passed on August 26, 1920, and gave women the right to vote. Women's Equality Day also draws attention to women's ongoing efforts to achieve full equality with men.	<a href="http://www.britannica.com/EBchecked/topic/647111/Womens-Equality-Day">http://www.britannica.com/EBchecked/topic/647111/Womens-Equality-Day</a>
3	In 2013, there were 75.1 million females 16 and older who made up 47.4 percent of the civilian labor force. Of all social scientists, 63 percent were women. This was the largest representation of women among all science, technology, engineering, and math (STEM) fields. Among other STEM fields, approximately 14 percent of engineers, 45 percent of mathematicians and statisticians, and 47 percent of life scientists were women.	<a href="http://www.census.gov/newsroom/facts-for-features/2015/cb15-ff05.html">http://www.census.gov/newsroom/facts-for-features/2015/cb15-ff05.html</a>
4	Today is the 225th birthday of the U.S. Coast Guard. On August 4, 1790, Congress authorized the construction of 10 vessels to enforce tariff and trade laws, prevent smuggling, and protect the collection of federal revenue. Responsibilities added over the years included humanitarian duties, such as aiding mariners in distress. The service received its present name in 1915 when the Revenue Cutter Service merged with the U.S. Life-Saving Service.	<a href="http://www.military.com/coast-guard-birthday">http://www.military.com/coast-guard-birthday</a>

5	<p>Mary McLeod Bethune was born in South Carolina in 1875. She opened Daytona Beach Literary and Industrial School for Training Negro Girls in 1904. She started with only five students, but her school grew and eventually combined with the Cookman Institute to become Bethune-Cookman College. She was also a businesswoman who co-founded an insurance company in 1923. In 1952, she became the company's president and was the first woman in America to hold such a position.</p>	<p><a href="https://www.nwhm.org/education-resources/biography/biographies/mary-mcleod-bethune/">https://www.nwhm.org/education-resources/biography/biographies/mary-mcleod-bethune/</a></p>
6	<p>On August 6, 1965, President Lyndon Johnson signed the Voting Rights Act into law. The act was intended to remove legal barriers at state and local levels that hindered Black citizens from exercising their right to vote. It banned the use of literacy tests, increased federal oversight of voter registration, and allowed the U.S. attorney general to investigate the use of poll taxes. In Mississippi, Black voter turnout went from 6 percent in 1964 to 59 percent in 1969.</p>	<p><a href="http://www.history.com/topics/black-history/voting-rights-act">http://www.history.com/topics/black-history/voting-rights-act</a></p>
7	<p>On August 7, 1782, General George Washington, the Continental Army's commander-in-chief, created the "Badge for Military Merit," a heart-shaped piece of purple silk with a silver border and with the word "Merit" stitched in silver. This original "Purple Heart" was awarded to three soldiers during the Revolutionary War. It was not used again until the U.S. War Department announced the "Order of the Purple Heart" on February 22, 1932, the bicentennial of Washington's birth.</p>	<p><a href="http://www.history.com/this-day-in-history/washington-creates-the-purple-heart">http://www.history.com/this-day-in-history/washington-creates-the-purple-heart</a></p>
8	<p>On August 8, 1945, President Harry Truman signed the United Nations Charter, making the United States the first nation to complete the ratification process and officially join the U.N. After the occurrence of two world wars in the preceding 30 years, people around the world hoped that the U.N. would help to prevent future armed conflicts by providing a forum for settling international disagreements and maintaining peace among nations.</p>	<p><a href="http://www.history.com/this-day-in-history/truman-signs-united-nations-charter">http://www.history.com/this-day-in-history/truman-signs-united-nations-charter</a></p>

9	<p>The Equal Pay Act requires that men and women in the same workplace be given equal pay for equal work. The jobs need not be identical, but they must be substantially equal. Job content (not job titles) determines whether jobs are substantially equal. All forms of pay are covered by this law, including salary, overtime pay, bonuses, stock options, and benefits. If there is an inequality, employers may not reduce the wages of either sex to equalize their pay.</p>	<p><a href="http://www.eeoc.gov/laws/types/equalcompensation.cfm">http://www.eeoc.gov/laws/types/equalcompensation.cfm</a></p>
10	<p>Lucretia Mott, born in 1793, dedicated her life to the struggle for equal rights. In 1833, she helped found the Philadelphia Female Anti-Slavery Society. She was a delegate at the 1840 World Anti-Slavery Convention in London, where she met Elizabeth Cady Stanton. Stanton, Mott, and others organized the First Women’s Rights Convention in 1848. Mott became the first president of the American Equal Rights Association, formed to achieve equality for Black people and women, in 1866.</p>	<p><a href="http://www.nps.gov/wori/learn/historyculture/lucretia-mott.htm">http://www.nps.gov/wori/learn/historyculture/lucretia-mott.htm</a></p>
11	<p>On August 26, 1970, the 50th anniversary of the day the 19th Amendment to the U.S. Constitution, which gave women the right to vote, was passed, the National Organization for Women (NOW) called for women to hold a “strike for equality” to protest for equal rights nationwide. Over 100,000 women took part in demonstrations and rallies that were held in more than 90 locations across the U.S. The strike was the largest protest for gender equality in U.S. history.</p>	<p><a href="http://www.britannica.com/EBchecked/topic/647111/Womens-Equality-Day">http://www.britannica.com/EBchecked/topic/647111/Womens-Equality-Day</a></p>
12	<p>On July 19, 1848, the first women’s rights convention in America was held in Seneca Falls, New York. The two-day convention drew more than 300 participants, both male and female, and was led by Elizabeth Cady Stanton and Lucretia Mott. Participants gathered to protest the mistreatment of women in social, economic, political, and religious life and called for women to gain the right to vote. On August 26, 1920, American women finally won the right to vote.</p>	<p><a href="http://shop.nwhp.org/womens-rights-and-womens-equality-day-resources-c198.aspx">http://shop.nwhp.org/womens-rights-and-womens-equality-day-resources-c198.aspx</a></p>

13	<p>Despite the Equal Pay Act of 1963, which requires that men and women receive equal pay for equal work, the gender gap in pay persists. Full-time women workers' earnings are only about 78 percent of their male counterparts' earnings. African-American women earn 64 cents and Latina women earn 56 cents for every dollar earned by a Caucasian man. Research shows even after factoring in the kind of work people do, or qualifications such as education and experience, a pay gap remains.</p>	<p><a href="https://www.whitehouse.gov/issues/equal-pay">https://www.whitehouse.gov/issues/equal-pay</a></p>
14	<p>On August 14, 1945, World War II effectively ended when Japan surrendered to the Allies. August 14 and 15 have been known as "Victory over Japan Day," or "V-J Day" ever since. The same term has also been used in reference to September 2, 1945, the date of Japan's formal surrender aboard the U.S.S. Missouri in Tokyo Bay. Japan's surrender came several months after that of Nazi Germany and brought an end to six years of hostilities.</p>	<p><a href="http://www.history.com/topics/world-war-ii/v-j-day">http://www.history.com/topics/world-war-ii/v-j-day</a></p>
15	<p>In 2010, President Obama pledged to crack down on violations of equal pay laws and established the National Equal Pay Task Force. The task force, which consists of professionals at the U.S. Equal Employment Opportunity Commission, the Department of Justice, the Department of Labor, and the Office of Personnel Management, has improved enforcement of equal pay laws and promoted efficiency and efficacy by enhancing federal interagency collaboration.</p>	<p><a href="https://www.whitehouse.gov/issues/equal-pay">https://www.whitehouse.gov/issues/equal-pay</a></p>
16	<p>In the fall of 2013, there were 10.9 million women enrolled in undergraduate college and graduate school. Women comprised 56.2 percent of all undergraduate and graduate college students. Of women 25 and older, 32 percent had obtained a bachelor's degree or higher as of 2014.</p>	<p><a href="http://www.census.gov/newsroom/facts-for-features/2015/cb15-ff05.html">http://www.census.gov/newsroom/facts-for-features/2015/cb15-ff05.html</a></p>

17	<p>Lilly Ledbetter was a manager at a Goodyear tire factory in Alabama where she worked for almost 20 years. She did not know her pay was significantly less than her male counterparts until receiving an anonymous note listing the salaries of three male managers. She filed a complaint with the Equal Employment Opportunity Commission and was awarded \$3.3 million, but the decision was reversed because the complaint had been filed too long after the original discriminatory pay decision.</p>	<p><a href="http://www.nwlc.org/resource/lilly-ledbetter-fair-pay-act-0">http://www.nwlc.org/resource/lilly-ledbetter-fair-pay-act-0</a></p>
18	<p>On January 29, 2009, President Obama signed the Lilly Ledbetter Fair Pay Act, making it easier to effectively challenge unequal pay. The Supreme Court ruled in 2007 that claims had to be filed within 180 days of an employer’s decision to pay a worker less, even if the worker didn’t learn about the unfair pay until much later. The Ledbetter Act allows complaints to be filed within 180 days of a discriminatory paycheck, and that 180 days resets after each paycheck is issued.</p>	<p><a href="https://www.whitehouse.gov/blog/2012/01/30/archives-president-obama-signs-lilly-ledbetter-fair-pay-act">https://www.whitehouse.gov/blog/2012/01/30/archives-president-obama-signs-lilly-ledbetter-fair-pay-act</a></p>
19	<p>On August 4, 1964, the remains of three Congress for Racial Equality (CORE) workers were found in Mississippi. Two White men, Michael Schwerner and Andrew Goodman, and one Black man, James Chaney, had been working to organize civil rights efforts in Mississippi. They were arrested by a sheriff who was a member of the Ku Klux Klan. Shortly after being released on bail, the three men were shot to death by KKK members.</p>	<p><a href="http://www.history.com/this-day-in-history/slain-civil-rights-workers-found">http://www.history.com/this-day-in-history/slain-civil-rights-workers-found</a></p>
20	<p>In the 95 years since the 19th Amendment was certified, women have made strides in every facet of American life. More and more, the world is looking to our daughters to lead us, to heal us, to employ us, to thrill us on fields of play, and to protect us on fields of battle. Even still, inequality and discrimination persist. Women, on average, continue to earn less than their male counterparts, and for women of color, the disparity is even wider.</p>	<p><a href="https://www.whitehouse.gov/blog/2014/08/25/celebrating-womens-equality-day-2014">https://www.whitehouse.gov/blog/2014/08/25/celebrating-womens-equality-day-2014</a></p>

21	<p>Elizabeth Cady Stanton was a prominent figure in the struggle for women’s suffrage and civil rights in the 19th century. She was involved in organizing the first women’s rights convention in 1848, and she worked with Susan B. Anthony to found the National Women’s Loyal League and the National Woman Suffrage Association. She and her husband, Henry Stanton were also abolitionists</p>	<p><a href="http://www.history.com/topics/womens-history/elizabeth-cady-stanton">http://www.history.com/topics/womens-history/elizabeth-cady-stanton</a></p>
22	<p>In 2012, there were an estimated 44.2 million mothers between the ages of 15 and 50 in the United States. The average number of children that women aged 40 to 44 had given birth to was 2.0 in 2012, down from 3.1 children in 1976, the year the U.S. Census Bureau began collecting such data. Nationwide, there were 5.2 million stay-at-home mothers in 2014, compared with 211,000 stay-at-home fathers.</p>	<p><a href="http://www.census.gov/newsroom/facts-for-features/2015/cb15-ff05.html">http://www.census.gov/newsroom/facts-for-features/2015/cb15-ff05.html</a></p>
23	<p>By August 1920, 35 states had approved the 19th Amendment to give women the right to vote, but 36 were needed. Of the remaining states, all but Tennessee had no hope of approving it. Tennessee’s House of Representatives was deadlocked after several votes, until Rep. Harry Burn changed his vote after being urged by his mother. The following day, Burn said <i>“I know that a mother’s advice is always safest for her boy to follow, and my mother wanted me to vote for ratification.”</i></p>	<p><a href="http://www.archives.gov/press/press-releases/2010/nr10-134.html">http://www.archives.gov/press/press-releases/2010/nr10-134.html</a></p>
24	<p>In April of 2014, President Obama signed an executive order to prevent workplace discrimination and empower workers to take control over negotiations regarding their pay. In addition, he signed a presidential memorandum directing the secretary of labor to require federal contractors to submit data on employee compensation by race and gender, helping employers take proactive efforts to ensure fair pay for their employees.</p>	<p><a href="https://www.whitehouse.gov/issues/equal-pay">https://www.whitehouse.gov/issues/equal-pay</a></p>

25	<p>Inez Milholland Boissevain was a labor lawyer, feminist, and suffragist. She gave lectures, organized rallies, and testified at hearings to support women’s rights. She rode a horse at the front of two large suffrage marches, one in New York City and the other in Washington, D.C., in 1913. She was also involved in the Women’s Trade Union League, the Child Labor Committee, and the National Association for the Advancement of Colored People, and other equal rights organizations.</p>	<p><a href="https://www.nwhm.org/education-resources/biography/biographies/inez-milholland-boissevain/">https://www.nwhm.org/education-resources/biography/biographies/inez-milholland-boissevain/</a></p>
26	<p>Etched into the history of our nation are the stories of women who fought for the America they knew was possible—a country where all are truly treated equally and have access to the ballot box, regardless of gender. It took generations of fearless women who organized and advocated to secure women’s right to vote, and on Women’s Equality Day, we honor these courageous heroes, celebrate how far we have come in the decades since, and acknowledge the work still left to be done.</p>	<p><a href="https://www.whitehouse.gov/blog/2014/08/25/celebrating-womens-equality-day-2014">https://www.whitehouse.gov/blog/2014/08/25/celebrating-womens-equality-day-2014</a></p>
27	<p>In 2013, the median annual earnings of women 15 and older who worked year-round, full time was \$39,157. In comparison, the median annual earnings of men were \$50,033. That means that female year-round, full-time workers earned 78 cents for every dollar earned by their male counterparts in 2013.</p>	<p><a href="http://www.census.gov/newsroom/facts-for-features/2015/cb15-ff05.html">http://www.census.gov/newsroom/facts-for-features/2015/cb15-ff05.html</a></p>
28	<p>On June 23, 1972, President Nixon signed Title IX of the Education Amendments of 1972, a comprehensive federal law that prohibits discrimination on the basis of sex in any federally funded education program or activity. Title IX’s purpose is to avoid the use of federal money to support sex discrimination in education programs. In addition to traditional educational institutions, it applies to any education or training program operated by a recipient of federal financial assistance.</p>	<p><a href="http://www.justice.gov/crt/about/cor/coord/titl eix.php">http://www.justice.gov/crt/about/cor/coord/titl eix.php</a></p>

29	<p>Written in response to the ratification of the 19th Amendment to the U.S. Constitution, which had given women nationwide the right to vote, a New York Times editorialist wrote on August 29, 1920, <i>“Women in fighting for the vote have shown a passion of earnestness, a persistence, and above all a command of both tactics and strategy, which have amazed our master politicians. A new force has invaded public life.”</i></p>	<p><a href="http://www.digitalhistory.uh.edu/disp_textbook.cfm?smtid=3&amp;psid=3610">http://www.digitalhistory.uh.edu/disp_textbook.cfm?smtid=3&amp;psid=3610</a></p>
30	<p>In December 2013, there were 161 million females in the United States, while the number of males was 156.1 million. Of people aged 85 and older in 2013, women outnumbered men by a 2 to 1 ratio.</p>	<p><a href="http://www.census.gov/newsroom/facts-for-features/2015/cb15-ff05.html">http://www.census.gov/newsroom/facts-for-features/2015/cb15-ff05.html</a></p>
31	<p><i>“With passion and courage, women have taught us that when we band together to advocate for our highest ideals, we can advance our common well-being and strengthen the fabric of our nation.”</i> —President Barack Obama</p>	<p><a href="https://www.whitehouse.gov/administration/eop/cwg/">https://www.whitehouse.gov/administration/eop/cwg/</a></p>