

August 2016 Facts of the Day



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

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Women's Equality Day 2016

Date	Fact	Source
1	On June 12, 1948, President Harry Truman signed 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.	http://www.womensmemorial.org/Education/timeline.html
2	According to the Bureau of Labor Statistics, the first quarter of the 2016 year shows women earned an average of \$743/week, whereas men earned an average of \$900/week. These numbers show that on average, a woman in today's workforce is earning 18% less than her male counterpart.	http://www.bls.gov/news.release/wkyeng.t01.htm
3	In 1963, when President John F. Kennedy signed the Equal Pay Act, women were earning \$0.59 cents on the dollar compared to men. Today, women comprise 57 percent of the nation's workforce, yet they are still experiencing a gap in pay compared to men's wages for similar work. The average woman in the U.S. earns about \$0.23 cents less on the dollar than the average man, and recent studies have shown that even when factors like professional specialization, hours worked, and educational and experience levels are held constant, women still earn less than men.	https://www.eeoc.gov/laws/statutes/epa.cfm
4	The woman suffrage amendment was introduced for the first time to the United States Congress on January 10, 1878. It was re-submitted numerous times until finally in June 1919 the amendment received approval from both the House of Representatives and the Senate. Over the following year the suffragists spent their time lobbying states in order to have the amendment ratified by the required two-thirds of the states. On August 24th, Tennessee, the final state needed for ratification, narrowly signed the approval by one vote. The vote belonged to Harry Burn, who heeded the words of his mother when she urged him to vote yes on suffrage.	https://www.nwhm.org/blog/celebrate-equality-day/
5	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, profit sharing and bonus plans, life insurance, vacation and holiday pay, cleaning or gasoline allowances, hotel accommodations, reimbursement for travel expenses, and benefits.	https://www.eeoc.gov/laws/statutes/epa.cfm

Women's Equality Day 2016

6	<p>When the 19th Amendment was passed in 1920, it legally enfranchised all women. However, within a decade, state laws and vigilante practices effectively disenfranchised most African American women in the South. It would take another major movement for voting rights – the Civil Rights Movement of the 1960s – before African American women in the South would be effectively enfranchised.</p>	<p>https://www.nwhm.org/online-exhibits/rightsforwomen/AfricanAmericanwomen.html</p>
7	<p><i>Androcentrism</i> is the practice of placing value with the male experience and masculinity, and undervaluing the female experience and femininity. In an androcentric world, masculinity is treated as the norm or standard for the culture as a whole, while femininity is treated as a sex-specific deviation from that standard.</p>	<p><i>Ford, Lynne E. (2011) Women & Politics: The Pursuit of Equality Third Edition. Cengage Learning: Boston, MA.</i></p>
8	<p>The passage of the 19th Amendment is a testament to the courage and tenacity of the women—and men—who challenged the nation to live up to its founding principles. The legacy of brave women who served—and continue to serve—our nation and the Department of Defense (DoD) further inspire us to strive for liberty and equality for all Americans.</p>	<p>http://www.ourdocuments.gov/doc.php?doc=63</p>
9	<p>Engineering is a STEM (Science, Technology, Engineering, and Math) field that is greatly underrepresented by women, who comprise about 14% of the job market. However, women fill 63% of social scientist and 45% of life scientist positions according to a 2012 statistic from the U.S. Census Bureau.</p>	<p>http://www.census.gov/newsroom/press-releases/2014/cb14-130.html</p>
10	<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>http://www.digitalhistory.uh.edu/dispatch_textbook.cfm?smtid=3&psid=3610</p>

Women's Equality Day 2016

11	<p>Mary Wollstonecraft embodied the vision of a modern-day feminist in the late eighteenth century. She inspired people with her strong support of the education of women, their acceptance into professional careers, and their right to vote. <i>“I speak of the improvement and emancipation of the whole sex. Let women share the rights, and she will emulate the virtues of man; for she must grow more perfect when emancipated...”</i></p>	<p>https://fee.org/articles/mary-wollstonecraft-equal-rights-for-women/</p>
12	<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>http://www.nwlc.org/resource/lilly-ledbetter-fair-pay-act-0</p>
13	<p><i>“Women's equality is a core civil and human rights principle in the United States and around the world. Across America, women are contributing to our economy and our Nation in innovative and exciting ways. From businesses to battlefields, women are vital to the prosperity and security of our country.”</i> —President Barack Obama</p>	<p>https://www.whitehouse.gov/the-press-office/2015/08/24/presidential-proclamation-womens-equality-day-2015</p>
14	<p><i>“Women will now be able to contribute to our mission in ways they could not before. They'll be allowed to drive tanks, fire mortars, and lead infantry soldiers into combat. They'll be able to serve as Army Rangers and Green Berets, Navy SEALs, Marine Corps infantry, Air Force parajumpers...And even more importantly, our military will be better able to harness the skills and perspectives that talented women have to offer.”</i> —Defense Secretary Ash Carter</p>	<p>http://www.defense.gov/News/Speeches/Speech-View/Article/632495/remarks-on-the-women-in-service-review</p>
15	<p>Many African American women contributed greatly to the women's suffrage movement. Sojourner Truth, a former slave, became famous as both an abolitionist and an advocate of women's suffrage, along with Margaretta Forten, Harriet Forten Purvis, and Mary Ann Shadd Cary. In 1851, Truth made her famous speech, <i>“Ain't I A Woman,”</i> at a convention in Akron, Ohio.</p>	<p>https://www.nwhm.org/online-exhibits/rightsforwomen/AfricanAmericanwomen.html</p>

Women's Equality Day 2016

16	<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>http://www.nps.gov/wori/learn/historyculture/lucretia-mott.htm</p>
17	<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>https://www.whitehouse.gov/blog/2012/01/30/archives-president-obama-signs-lilly-ledbetter-fair-pay-act</p>
18	<p>Before April of 1971, women were automatically discharged from the army upon becoming pregnant.</p>	<p>http://soldiers.dodlive.mil/tag/womens-armed-services-integration-act/</p>
19	<p>After attending the New York School of Nursing, Lilian Wald founded the Henry Street Settlement in the Lower East Side of New York City. In 1893, she witnessed first-hand the poverty and hardship endured by the immigrants in the area. Soon after, Wald moved into the neighborhood, and with the help of a few colleagues, offered health care to its residents on a sliding fee scale. Her tireless humanitarian work continued throughout her life and legacy, as well as her staunch advocacy for children, labor, immigrant, civil, and women's rights.</p>	<p>http://www.henrystreet.org/about/</p>
20	<p>Harriet Tubman is the most well-known conductor of the Underground Railroad, risking her life many times to save over 300 men, women, and children to escape slavery in the South. In April of 2016, the U.S. Treasury announced that a new design for the \$20 bill will feature the heroic figure on the front. The design is set to begin circulation in 2020 to commemorate the 100th anniversary of the 19th amendment and women's suffrage.</p>	<p>http://www.harriet-tubman.org/20-dollar-bill/</p>

Women's Equality Day 2016

21	<p>On August 21, 2015, for the first time in the more than 65-year history of the Army Ranger tab, two women graduated from the grueling 62-day course. Less than two months later, the third woman—and first Reservist—made it through. Capt. Kristen Griest, 1st Lt. Shaye Harver, and Maj. Lisa Jaster each completed the course with the same standards as their male counterparts.</p>	<p>http://www.army.mil/article/154286/First_women_graduate_Ranger_School/</p>
22	<p>When Jeannie Leavitt finished pilot training at the top of her class in 1992, she was told she would be given her first choice of aircraft. She soon discovered that her first choice—the F-15 Strike Eagle—was not an option for female pilots at the time, along with a lengthy list of similar fighter and bomber aircrafts. The following year, when the restrictions were lifted, Leavitt became the nation’s first female fighter pilot, and in 2012, its first female fighter wing commander when she assumed command of the 4th Fighter Wing at Seymour Johnson Air Force Base in North Carolina.</p>	<p>http://www.af.mil/News/ArticleDisplay/tabid/223/Article/581654/af-first-female-fighter-pilot-continues-to-break-stereotypes.aspx</p>
23	<p>At the behest of Rep. Bella Abzug, in 1971 the U.S. Congress designated August 26th as “<i>Women’s Equality Day</i>.” The observance of Women’s Equality Day not only commemorates the passage of the 19th Amendment, but also calls attention to women’s continuing efforts toward full equality.</p>	<p>http://www.nwhp.org//?s=women%27s+equality+day&x=0&y=0</p>
24	<p><i>“Remembrance and recognition of the 19th Amendment serves as a reminder of the need for gender equality. Keeping our eye on it will only help ensure that our women continue to have opportunities to go as far as their talents will take them.”</i> —Juliet Beyler, Principal Director, Force Resiliency located in the Office of the Under Secretary of Defense for Personnel & Readiness.</p>	<p>http://www.defense.gov/News-Article-View/Article/614861/womens-equality-day-commemorates-history-bridges-future-leaders</p>

Women's Equality Day 2016

25	<p>In its 220-year history, only four women justices have served on the Supreme Court: Sandra Day O'Connor (1981-2005); Ruth Bader Ginsburg (1993-present); Sonia Sotomayor (2009-present) and former U.S. Solicitor General Elena Kagan (2010-present). The latter two, nominated by President Barack Obama, each earned a distinct footnote in history. Confirmed by the U.S. Senate on August 6, 2009, Sotomayor became the first Hispanic on the Supreme Court. When Kagan was confirmed on August 5, 2010, she changed the gender composition of the court as the third woman to serve simultaneously.</p>	<p>http://www.supremecourt.gov/about/biographies.aspx</p>
26	<p>On August 26, 1920, the 19th Amendment to the United States Constitution, which granted women the right to vote, was ratified. This was the culmination of the long struggle by women seeking the right to vote. In 1971, the U.S. Congress designated August 26th as Women's Equality Day to commemorate the passage of the 19th Amendment and to celebrate women's continuing efforts toward equality.</p>	<p>http://www.ourdocuments.gov/doc.php?doc=63</p>
27	<p>After graduating from nursing school in 1928, Florence Guinness Blake went on to Teachers College at Columbia University to prepare to teach pediatric nursing. Her passion for improving the care of children led her to Union Medical College in Peiping, China, where she taught pediatric nursing for three years. Throughout her life, she continued to champion advancements and education on the topic of pediatrics, and was frequently consulted by national organizations concerned with child care.</p>	<p>http://www.nursingworld.org/FlorenceGuinnessBlake</p>
28	<p>Women have come a long way in the last two hundred years. In the late eighteenth century, women had virtually no rights under the law. In his 1758 publication <i>Commentaries on the Laws of England</i>, Oxford law Professor William Blackstone explained that, <i>"the husband and wife are one person in law; that is, the very being or legal existence of the woman is suspended during marriage or at least is incorporated and consolidated into that of the husband: under whose wing, protection, and cover, she performs every thing."</i></p>	<p>https://fee.org/articles/mary-wollstonecraft-equal-rights-for-women/</p>

Women's Equality Day 2016

29	<p>At the end of the nineteenth century, American-born English socialite Lady Nancy Astor took a seat as the first elected female Member of Parliament in Britain. As she took her seat, a male Member welcomed her “<i>to the most exclusive men’s club in Europe.</i>” “<i>It won’t be exclusive for long,</i>” Lady Astor replied. “<i>When I came in, I left the door wide open!</i>”</p>	<p><i>Ford, Lynne E. (2011) Women & Politics: The Pursuit of Equality Third Edition. Cengage Learning: Boston, MA.</i></p>
30	<p>The U.S. Marine Corps graduated its first female artillery officers: Virginia Brodie and Katherine Boy at the Field Artillery Basic Officers Leadership Course at Fort Sill, Oklahoma, on May 12, 2016. Brodie and Boy, both Second Lieutenants, are the first two female Marine artillery officers to complete the course.</p>	<p><i>http://www.marines.mil/News/News-Display/Article/778072/marine-corps-implements-force-integration-plan-graduates-first-female-artillery/</i></p>
31	<p>Although, many of the accomplishments and contributions of women have been lost from the history books, women have played a vital role in the course of human civilization. From raising families to leading armies, women have made untold contributions to history. In the 96 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.</p>	<p><i>https://www.americanprogress.org/issues/women/news/2013/08/26/72988/womens-equality-day-celebrating-the-19th-amendments-impact-on-reproductive-health-and-rights/</i></p>