

Women's Equality Day Quick Facts

In 1848 Lucretia Mott and Elizabeth Cady Stanton organized the Seneca Falls Convention in New York, the first women's rights convention in the United States. It advertised itself as "a convention to discuss the social, civil, and religious condition and rights of women." Stanton delivered the Declaration of Sentiments at the convention.

The issue of female suffrage met serious opposition until Frederick Douglass, the convention's sole African American attendee, argued eloquently for including women in the right to vote.

Alice Paul, suffragist and women's rights activist said, "The Woman's Party is made up of women of all races, creeds and nationalities who are united on the one program of working to raise the status of women."

The 19th 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.

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WOMEN'S EQUALITY DAY



WOMEN'S EQUALITY DAY OBSERVANCE

Women's Equality Day celebrates the passage of the 19th Amendment to the Constitution which guarantees all American women the right to vote 100 years ago.

The Amendment changed Federal law and the face of the American electorate forever. Women won legal recognition as equal citizens under the 19th Amendment.

The U.S. Constitution, adopted in 1789, left the boundaries of suffrage undefined. The only directly elected body created by the original Constitution was the House of Representatives, and voter qualifications were determined by each state separately.

At that time, all states denied voting rights to women. The exception, New Jersey, initially carried women's suffrage, but revoked it in 1807 to only allow tax-paying, white male citizens to vote.

Various organizations advocated for women's rights. But in 1848 Lucretia Mott and Elizabeth Cady Stanton organized the Seneca Falls Convention in New York, the first women's rights convention in the United States.

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condition and rights of women." Stanton delivered the Declaration of Sentiments at the convention.

The Declaration of Sentiments, written primarily by Stanton, was based on the Declaration of Independence. It parallels the struggles of the Founding Fathers with those of the women's movement. It asserts the equality of all men and women and reiterates that both genders are endowed with unalienable rights to life, liberty, and the pursuit of happiness.

The Sentiment insists that women be viewed as full citizens of the United States and be granted all the same rights and privileges that were granted to men. Sixty-eight women and 32 men signed the document.

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An article in the Oneida Whig described the Declaration as "the most shocking and unnatural event ever recorded in the history of womanity."

26 August, 1920, their efforts to achieve the right to vote were realized when the 36



states needed to ratify the amendment was achieved.

The women's suffragist movement was successful because a group of women and men came together to promote change. They demanded that the rules that were written by men, for men, be reformed. Activists lectured, wrote, marched, lobbied, and protested.

We are reminded that we all have the opportunity and responsibility to create a society that gives both men and women equal voice. Please join DLA Distribution as we celebrate Women's Equality Day.

For additional information and facts go to:
<https://deomi.org/SpecialObservance/SupportDOR.cfm>



*First they came for the communists,
and I did not speak out
because I was not a communist.
Then they came for the socialists, and
I did not speak out
because I was not a socialist.
Then they came for the labor leaders,
and I did not speak out
because I was not a labor leader.
Then they came for the Jews, and I
did not speak out
because I was not a Jew.
Then they came for me, and there was
no one
left to speak out for me.
-Reverend Martin Niemöller, a pastor
in the German Confessing Church
who spent seven years in a
concentration camp.*



The Women's Bureau is established in the Department of Labor 1920's.

The Nineteenth Amendment to the United States Constitution prohibits the states and the federal government from denying the right to vote to citizens of the United States on the basis of sex.

Winning the right to vote for women is one of the most important milestones in our country's history. However, the movement continued for several decades because a woman's right to vote did not apply all women who were American citizens.

The voting rights of Native

The passage of the 19th Amendment was a monumental step toward equality for women in America however, women's fight for equality only just begun to gain momentum.

Although many women – women of color, immigrant women and poor and working class women, have worked outside the home or been paid for their labor since the country's beginning, the world of paid work was recognized as a social norm in the U.S. as a man's undertaking.

Prior to WWII women made up less than 24 percent of the civilian workforce in the United States. During the war, however, acute labor shortages drove more women into the workforce until they accounted for 37 percent in 1945.

As men joined the military more women took over their jobs for less pay. Men began to worry that they would be replaced permanently as employers were getting the same quality of work accomplished and paying their

EQUAL VOICE

American women were not recognized until 1924. Puerto Rico, for example, women did not receive the right to vote until 1929, but was limited to literate women until 1935.

For Chinese American women, it was 1943, and for Japanese and other Asian American women it was 1952.

Thousands of African-American women were active in the suffrage movement. Gaining full rights of citizenship, especially the right to vote was central to securing true freedom and self

-determination. Many hoped the vote would uplift African Americans further in the post Reconstruction era. Attempts to vote by African American women and men were met with fraud, intimidation, poll taxes, state violence and job loss.

There was a strong suffrage movement in many black communities, but black women, particularly in the South, were barred from voting for decades after 1920. It was not until passage of the Voting Rights Act of 1965, that their rights were finally upheld.

EQUAL PAY ACT 1963

employees less.

Fearing their future wages would be lowered, unions began advocating for equal pay to prevent employers from lowering wages for men in the future for work that was comparable in quality and quantity. This is the origin of the gender wage gap.

After the war ended, women in the civilian workforce faced many setbacks. Many federal and civilian policies allowed employers to replace women workers with men. Some companies would only hire men. Those companies that did continue to hire women reclassified their position to pay them a lower wage.

Job announcements were advertised as jobs for men and jobs for women with different pay scales for each. For women of color, as with the 19th Amendment they were largely not eligible to apply due to race. By the end of the 1940s, the number of women working outside of the home dropped to 28 percent.

Throughout the 1950s,

multiple equal pay bills were debated in Congress; all failed to be passed in to law. Women's participation in the work force again swelled to 37 percent even though they received they earned just \$0.59 to every dollar earned by men.

During the administration of President John F. Kennedy, calls for a federal equal pay law demanded action. Esther Peterson, head of the Women's Bureau of the Department of Labor, former First lady Eleanor Roosevelt and Representatives Katharine St. George and Edith Green helped lead the charge for a bill in Congress.

Despite the opposition of powerful business groups, Congress passed the Equal Pay Act in 1963 as an amendment to the Fair Labor Standards Act of 1938. In its final form, the Equal Pay Act mandates that employers cannot award unequal wages or benefits to men and women working jobs that require "equal skill, effort, and responsibility, and which are performed under similar working conditions."

<https://www.history.com/topics/womens-rights/equal-pay-act>

TITLE IX

On June 23, 1972 Title IX was signed into law by President Richard Nixon. Title IX is also known as the Patsy T. Mink Equal Opportunity in Education Act, named for its author, Rep. Patsy Mink, D-Hawaii. The National Collegiate Athletic Association (NCAA), was created in 1906 to format and enforce rules in men's football but had become the ruling body of college Athletics.

The NCAA offered no athletic scholarships for women and held no championships for women's teams. Women athletic facilities, supplies and funding were lacking by

comparison to their male counterparts. As a result, in 1972 there were just 30,000 women participating in NCAA sports, as opposed to 170,000 men.

Title IX was designed to enforce equal access and quality. Any school that receives federal financial assistance must provide fair and equal treatment of the sexes in all areas, including athletics.

Schools and colleges were required to devote the same resources to locker rooms, medical treatment, training, coaching, practice times, travel and per diem allowances, equipment, practice facilities, tutoring

and recruitment.

Since the enactment of Title IX, women's participation in sports has grown exponentially. Most significant was the 2012 Olympic Games in London when women outnumbered men on the U.S. Olympic team for the first time.

Title IX is also a means for campus survivors of sexual assault to file complaints if the administration ignores or mishandles reports of rape and other sexual violence.

WORKING MOTHERS

Women have made great progress since the Seneca Falls Convention. Today, more women than men attend college, and they are more likely to graduate.

Women are represented in all the professions, and approximately half of all law and medical school students are women.

Women have held Cabinet positions and have been elected to Congress. They have run for president and vice president, and three female justices currently serve on the Supreme Court.

Women are also represented in all branches of the military and can serve in combat.

Women account for half the labor force in the United States and their role as the primary or sole breadwinner for their family is growing as well. Yet, as of 2014 fully employed women earned seventy-nine cents for every dollar earned by a fully employed man.

This results in more women than men living below the poverty line. Women are more likely than men to request

time from work or leave their career altogether to care for family members.

Gender roles are lagging behind labor force trends. While 79% of Americans reject the notion that women should return to their traditional role in society, just as many agree that a mother working a full time job is less than ideal for young children.

Works cited: "Pay Equity and Discrimination," <http://www.ivpr.org/initiatives/pay-equity-and-discrimination> (April 10, 2016).

EEO COMMENTS

August 26, 2020 is the 100th Anniversary of the ratification of 19th Amendment. Its passage and impact upon our nation and the world is incomparable.

The suffragist movement was successful because women and men of every ethnicity banded together to bring

about change. Change is difficult for many reasons. Fear of "getting it wrong" for some, fear and frustration of losing a benefit change will bring for others.

Change is most difficult when our sense of self worth is tied to antiquated ideologies that are no longer conducive to

today's social norm.

The 19th Amendment vindicated a movement that began in 1848. As women continue to influence and advance every facet of American life and culture, join us as we celebrate Women's Equality Day.



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 1970's.

“The history of Title IX over 40 years is really the story of millions of bold and resilient girls and women who have enforced Title IX by their actions – by resisting exclusion; demanding fairness; exposing sexual harassment; and challenging educational institutions to change because of the contributions of women.” -Gwendolyn Mink

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