

Women's History Month 2002

WOMEN SUSTAINING

THE AMERICAN SPIRIT

Directorate of Research
Defense Equal Opportunity Management Institute
740 O'Malley Road
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Observance Series Pamphlet 02-2



New theme for Women's History 2002

We previously had posted on the DEOMI web page a different theme and cover for our Women's History Month 2002 booklet and subsequently distributed numerous copies of the publication. Below is an explanation for the changes.

"The attack on our nation on September 11, 2001, has changed our world forever. This is a challenging time, but also a critical opportunity to recognize and celebrate the rich and dynamic work of women in creating and sustaining America's democratic society. For this reason we have created a new theme for National Women's History Month 2002.

"Women Sustaining the American Spirit is the new theme for National Women's History Month 2002. Our goal is to showcase the diverse and interlocking stories of women who have created and affirmed the American spirit. The new 2002 theme will help deliver the message of who American women are and what they have accomplished."

Source: National Women's History Project Home page on the Internet.

In concert with the National Women's History Project, the Department of Defense has adopted "Women Sustaining the American Spirit" as its 2002 Women's History Month theme.

Professor Aleta F. Wall produced this publication during the month of September 2001, under the auspices of the previous announced DoD theme, "So That Every Generation Will Know the Stories." The new DoD theme, "Women Sustaining the American Spirit" easily replaces the old theme as it, through the stories of women, depicts how women have and continue to sustain the American spirit.

Preface

Professor Aleta F. Wall of the Defense Acquisition University, Port Hueneme Education and Training Center, Norfolk Campus, served as a participant in the Topical Research Intern Program at the Defense Equal Opportunity Management Institute (DEOMI) during the month of September 2001. Professor Wall conducted the necessary research and prepared this paper.

The Topical Research Intern Program selects service members and Department of Defense or Transportation civilian employees for the opportunity to work on diversity/equal opportunity projects while on a 30-day tour of duty at the Institute. During their tour, the interns use a variety of primary and secondary source materials to compile research or review data pertaining to an issue of importance to leadership, supervisors, and equal opportunity (EO) or equal employment opportunity (EEO) specialists throughout the Services. The resulting publications (such as this one) are intended as resource and educational materials and do not represent official policy statements or endorsements by the DoD, DoT, or any of their agencies. The publications are distributed to EO/EEO personnel and senior officials to aid them in their leadership and diversity management duties.

Women's History Month - March 2002

Women's History Month grew from a grassroots educational initiative. The first was a local weeklong celebration in 1978 by an educational task force in Sonoma County, California. The following year, the success of that initiative was shared with the Women's History Institute at Sarah Lawrence College in New York, and a groundswell of similar educational initiatives grew around the country. Consequently, in 1981 Senator Orrin Hatch (R-UT) and Representative Barbara Mikulski (D-MD) co-sponsored the first Joint Congressional Resolution to support a national observance of the week. In 1987, the National Women's History Project successfully petitioned the Congress to expand the national celebration to the entire month of March. For more information on Women's History Month, refer to <http://www.nwhp.org/month.html#congress>.

Unless otherwise indicated, the views expressed in this report are those of the author and should not be construed to represent the official position of DEOMI, the military Services, or the Departments of Defense and Transportation.

Cover design by Mr. Pete Hemmer, KI contractor with the Defense Equal Opportunity Management Institute.

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Women's History: So That Every Generation Will Know the Stories.

Foreword

Defining the Goal

Why tell the stories of the past? In 1893, Susan B. Anthony, one of the heroines in the women's movement toward the right to vote, gave a very good reason in her speech at the National American Woman Suffrage Association Convention:

It seems remarkable to those standing, as I do, one of a generation almost ended, that so many of these young people know nothing of the past; they are apt to think they have sprung up like somebody's gourd, and that nothing ever was done until they came. So, I am always gratified to hear these reminiscences, that they may know how others have sown what they are reaping today. (7:151)

Another equally important reason to "tell the stories" is so that the pitfalls, mistakes and failures can be identified and avoided or rectified. In reviewing historical data regarding the treatment of women and their status in society throughout the ages, it is apparent that their success in achieving an equal status with men follows a pattern which can be compared to that of a pendulum in a clock. As women struggled and fought to overcome the perceived inequities and injustices, those whose status and superiority was challenged sought to halt the threat to their positions.

At the height of the pendulum's swing in one direction, let us say the direction in which women were and are working to prove their worth and value, men exerted and continue to exert a pressure to pull the pendulum back.

History has show that the problem is the pendulum continually misses the middle position and swings from one extreme to another. On a positive note, the swing of the pendulum during the nineteenth and twentieth centuries seems to be slowing, and the extremes have lessened.

What men and women must strive to attain is a mid-point where each feels the equal of the other, where the inner-self is valued, where opportunities are obtained based on qualifications and capabilities, and where the differences are considered values.

In the oft-quoted words of George Santayana, "Those who cannot remember the past are condemned to repeat it." (29:1) More appropriately focusing to the future of women is Ken Burn's famous quotation, "You can't possibly know where you're going if you don't know where you've come from." (29:1)

It is imperative that the struggles and accomplishments of yesteryear be passed on to each new generation, that the mistakes along with the achievements be acknowledged, dissected, and studied so that humankind ever moves forward in its quest for the optimum.

As in the words immortalized by Martin Luther King, "I have a dream." Men and women throughout the world are uniting to bring to fruition the dream that women will have equal rights and privileges to men in every aspect and that they will be accorded the right to uninhibitedly contribute their talents and intellectual capabilities to the common good. It is the goal of this

paper to give an accurate historical rendition “So that Every Generation will Know the Stories” and have an understanding of the need to continue progress down the path of equality while being ever wary of the tendency to swing the pendulum so far in one direction that a backlash will surely follow.

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The Early Days Hunters versus Nurturers Fighters and Followers

Cave women are rarely depicted in literature or other forms of media as the equal of men; however, historians' opinions differ widely regarding the status of cave women. Archaeological evidence in the form of art and funerary rituals suggests that women played a full and equal role in daily life with their male counterparts and may have had high status in the community. Many historians conclude that even if the concept of men as hunters and fighters and women as nurturers and gatherers is correct, the functions of each were so interdependent for survival that a mutual respect of contributions existed. (15:2)

Women as well as men participated in cooperative hunts for small animals; when game was scarce, men helped to gather plants. (12:8) It is probable that since women bore and cared for the children, long distance hunting forays became the task of men as they were dispensable on the home front. This labor division was not apportioned due to a difference in strength or endurance as noted by Dr. June Stephenson in *Women's Roots*:

The work roles of males in prehistoric times were not as strenuous as the work roles of females. When nomads traveled, the men needed to have their arms free to attack or defend. Women, therefore, carried whatever needed to be moved. Men needed to be able to run fast and to throw spears a great distance. For that, they developed leg and arm muscles. Women stopped in the search for food and they carried food, water, and the heavy loads of timber needed to build huts; and, as a result, they developed strong, muscular bodies. Fossil skeletons of female bones are as massive as males and the muscular attachments are almost as large. (12:8)

In hunter and gatherer societies in existence today, studies have shown that women produce most of the total food required, as much as 80 percent. Additionally, successful gathering demanded that the women have a phenomenal knowledge of plants, their edible and medicinal uses. Through trial and error, they discovered a variety of uses for the plants and herbs which they collected. Like the furs and pelts gathered by the men through hunting, plants could be used for food, ornamentation, and comfort. Women learned to cultivate many of the plants, and this cultivation and harvesting led to the development of tools such as digging sticks, scratching tools, and other such implements to facilitate removal of the plants, and provided the rudimentary beginnings of a different lifestyle, one dependent on the growing and harvesting of plants. Therefore, the prehistoric individual's nomadic roaming came to an end. (8:6)

With the change from a nomadic lifestyle to an agrarian society, life and lifestyles for humans changed dramatically.

Agriculture was the point at which civilization began. This is because there are a number of ways in which an agricultural community is different from a hunter/gatherer clan. Communities remain in the same spot. Agriculture can support more people than hunting/gathering so communities get larger. Farming leads to the development of new technology. New skills can lead to a greater division of labor. (30:1) In Europe, after establishment of communities dependent on agriculture and trade, a variety of matriarchal and patriarchal societies coexisted.

Thus, in the 4,000 years or so between the emergence of the first civilizations and the coming of the One God (Buddha, Christ or Allah), matriarchies abounded; and even societies clearly under the rule of men displayed strong matriarchal features in the form of freedoms since lost and never regained by the vast number of women in the state of world "advancement" that we know today.

The power of the queen was at its most extraordinary in Egypt, where for thousands of years she was ruler, goddess, wife of the god, the high priestess and a totem object of veneration all in one. But the frequent appearance of the queen as ruler, not simply consort was by no means confined to the Egyptian dynasties. Queenhood was so common among the Celtic Britons that the captured warriors brought in triumph before Claudius in AD 50 totally ignored the Roman emperor and offered their obeisance instead to his empress, Agrippina. Perhaps the most interesting of all, however, is Deborah, leader of the Israelites around 1200 BC; in Judges 4 and 5, she holds evident and total command over the male leaders of the tribe, whose dependency on her is so total that their general, Barak, will not even take to the field of battle without her.

In Sparta, the women owned two-thirds of all the land, Arab women owned flocks which their husbands merely pastured for them, and among the Monomini Indians, individual women are recorded as owning 1200 or 1500 birch bark vessels in their own right.

Under the Code of Hammurabi which became law in Babylon in about 1700 BC, a woman's dowry was given not to her husband, but to her, and, together with any land or property she had, it remained her own and passed on her death to her children. In Egypt, a woman's financial independence of her husband was such that if he borrowed money from her, she could even charge him interest. (8:30)

In many societies of this time period, along with financial independence came physical and sexual freedom, access to education, full citizenship, the right to own property, the right to divorce, and award of custody of children. Greeks, Romans, and the Celts encouraged their

young women to participate in athletics, not only for fun, but to enable them to be able to defend their nations if called upon to do so. No one had yet told the women that they were "physically weak, emotionally unstable or intellectually ill-equipped; consequently, they through the annals of Minoan Crete, for example, as merchants, traders, sailors, farmers, charioteers, hunters and ministers of the Goddess." (8:31,36)

An important lesson to remember is that any group of people who are consistently dominated over and discriminated against will eventually fight to overcome. With this in mind and the arrival of Christianity, the pendulum began its swing of power in the opposite direction.

The 1300s Through the 1600s Medieval/Renaissance/Emigration Which Witch

This period in history was one in which the pendulum of power swung to its furthest extreme in the direction of male dominance and superiority. Men of power had the tenets of religion behind their viewpoint that women were inferior creatures and, thus, not due the same rights and privileges accorded to men. There were many instances from the fourteenth through the sixteenth centuries of women trying to break the bonds of enforced ignorance, unilateral chastity, and extremely limited physical and fiscal rights and privileges. These attempts were met with strong resistance and repercussions ranging from censure to death for the rebels both from the secular and political sectors. Though women worked alongside men in many occupations, their subjugation to fathers and husbands was complete and unquestionable.

Women in the working class played a large part in the development of industry in the medieval period. They were butchers, chandlers, ironmongers, net-makers, shoemakers, glovers, girdlers, haberdashers, purse-makers, cap-makers, skinners, bookbinders, gilders, painters, silk-weavers, and embroiderers, spicers, smiths and goldsmiths among many other trades (12:195,196)

When women were admitted to guild membership, they were not members on the same basis as were male artisans. Town life was linked to guild association and voting rights were given to guild members who were head of households, which meant that the husband was given civic rights over his wife, though his wife was a hard-working business partner. Widows of the merchant class probably had more civic rights than married women as seems to have been the case throughout history. (12:196)

The salary of men and women differed too. In the fourteenth century in France, women's wages were set at three-quarters of the men's wages.

By the fifteenth century, it was one-half, and by the sixteenth still less. (Roots, 196)

The reason given for barring employment of women was that work of a particular craft was too hard for them, but the main reason was the same as that which animates hostility to female labor today. Women's wages were lower even for the same work, and men were afraid of being undercut by cheap labor. The more women entered into the wage labor market, the more pronounced wage differentials became. (12:197)

One development during the medieval period which curbed the women's potential quest for freedoms and the resolve of inequities was a movement by the Catholic church which was intent on finding a "scapegoat" for the problems it was encountering. The growth in power of the Constantinople Greek Catholic Church Protestantism prompted the Catholic church to look for someone or something on which to place the blame of its loss of power and influence. Of course, Satan was the natural choice. (12:218)

Satan was believed to do his work through witches. Most witches, it was believed, were women. (12: 218)

The Inquisitors explained at length why witchcraft was far more common among women than among men. Basically, woman is a weak, inferior creature; moreover, she is afflicted with insatiable carnal lust. This makes her easy prey to the advances of the Devil who offers to satisfy her desires. (12:219)

The witch-hunts, which started in the Medieval period and increased in the Renaissance, caused economic hardship. The executioners grew rich, farmlands were left unattended by families who had been scattered by the persecution, and the people became impoverished. It was when the money for persecution dried up that the zeal for witch-hunts dried out. (12:218)

During the 1600s, the women of Europe saw an opportunity to gain a semblance of freedom and independence by leaving the bonds and restrictions enforced upon them in their strict, religion-dominated, fiscally limiting homelands. Some emigrated to the Americas; others went forth to other countries as missionaries. (1:563)

What women found when they landed in America were Native-American women who were strong, self-assured, hardworking, kindly and who held a powerful voice in their tribal councils. Possibly because of their nomadic lifestyle in which both the men's and women's efforts were required for the tribe's survival, or their separation from the matriarchal/patriarchal revolution in Europe, or their differing religious views, Native-American Indians valued the wisdom and guidance of women in the tribe and allowed them voting rights long before suffrage was granted in America. (1:563)

The situation described in the quotation below not only gave Native-American women power and status, it also created a separation of power which created a checks

and balance system. The women could not hold the position of sachem; however, they could depose an ineffective or corrupt official. (35:1)

Suffrage in America antedates Columbus by possibly 400 years. The League of the Iroquois, founded by Hiawatha and Deganwidah of five principal Indian nations- the Mohawk, Onondaga, Seneca, Oneida, and Cayuga, had a constitution called the Great Law of Peace or *Kaianerekowa*. Each nation had a delegate council of sachems elected by the tribes of that nation to decide the issues of public policy for them. The sachems from the nations sat together every five years to discuss issues of common concern to all five nations. If a sachem lost the confidence of his people, the women of his clan impeached him, expelled him and then chose a new sachem. (35:1)

Due to the influence of these Native-American women as well as to the importance of women in the success of settlements in America, women in America were permitted, as they had not been in Europe, to speak for themselves in courts of law, run print shops and newspapers, inns and schools, practice medicine, and supervise plantations. However, as the settlements moved toward self-government, male heads of household were accorded the rights of government participation, and the early practice of giving women land grants equal to those of men stopped. (1:563) Women property owners of this era, those who had received land grants previously or had inherited the property, did make attempts to regain the rights they were losing. One such woman was Margaret Brent, who demanded "place and voice" in the Maryland Legislature in 1647. Representation in that Legislature was based on property; if she had been a man she would have had two votes. Her petition was hotly debated for several hours and finally denied. Mistress Brent was the first woman that we know of to make such a demand. This denial set a precedent for almost 300 years. (35:1)

One problem facing women in the 1600s was illiteracy, the inability to read and write. How are people to take part in proceedings of the day if they are not afforded the opportunity to learn on their own and form opinions based on facts?

"In 1655, illiteracy among women is about 50 percent in Massachusetts, 60 percent in New Netherland (later New York), and 75 percent in Virginia." (9:77) Those women who were educated often tried to cry out against the injustices they were experiencing. Unfortunately, their cries fell on deaf ears or, worse, resulted in their paying the ultimate price for their forthrightness--death. Some of these women who chose to speak their minds were branded witches. This seemed an obvious way to keep women in their place and had worked quite well in Europe during previous years. "The first Quakers to arrive in Boston harbor on July 11, 1656, Mary Fisher and Ann Austin, were at first refused the right to land; after permission was granted, they were strip-searched for witch-signs, imprisoned for five weeks, and then thrown out of the colony." (9:78)

"In 1648, Margaret Jones was executed for intemperate behavior, having a malignant touch, using suspicious medications, and for notorious lying. In 1656, Ann Hibbens was put to death for having a suspiciously crabby nature." (6:6) In 1663, ten "witches" were hanged in Connecticut, one for saying that "Christ was a Bastard and she could prove it by scripture." (9:78) In 1692, in the town of Salem, Massachusetts, 115 persons, mostly women, were accused of practicing witchcraft. The "witch trials" resulted in the execution of twenty women and girls." (6:6)

Other women, such as Sarah Grendon and Sarah Drummond, as well as a female lieutenant who rode with Bacon as his personal emissary, participated in the American colonial uprising in 1676 known as Bacon's Rebellion. Though this rebellion would fail, women would not be discouraged from supporting the new effort toward liberation of the colonies--the American Revolution of the 1700's. (8:142)

The 1700s **Life, Liberty and the Pursuit of Happiness**

In the early 1700s, American Quakers continued their arguments that women should possess the right to vote. In Massachusetts, women property holders had voting privileges from 1691 to 1780. But, for the vast majority of women, life was difficult and oppressive. (9:82)

In the American colonies, most of the poor were women, many of them widows and working women making half as much as their male counterparts. Only widows and spinsters had any legal ability to act for themselves; wives were limited by the principle of English common law known as coverture, which means that a wife's identity was incorporated into that of her husband. Wives could not sue, be sued, sign contracts, buy goods, sell property, make wills, control the property that was theirs before marriage, control their wages, or get custody of their children... divorce was almost entirely inaccessible. (9:82)

However, even in these relatively uneventful days prior to the American Revolution, there were a number of women in Europe and the New World who were willing to challenge authority and the oppression under which they found themselves.

In 1702, an Englishwoman, Elizabeth Mallet began publishing the Daily Courant, the first daily paper in the world to be published by a woman. She was forced out of control of the paper by a male publisher after only nine days. (9:84)

In 1715, American inventor Sybilla Masters received an English patent for a machine to process corn. In 1716, she would invent another device (patented by her husband) for preparing palmetto leaves for the manufacture of hats.
(9:84)

In 1738, inheriting the business from her deceased husband, Elizabeth Timothy took over the newspaper, the *South Carolina Gazette*, and became the first American woman to publish a newspaper. (9:88)

In Boston in this century, 10 percent of the merchants advertising locally were women, though many of these were widows carrying on their husbands' businesses. With the shift of emphasis away from subsistence farming, women began to limit family size, in some areas as early as 1700. (1:596)

In addition to becoming more involved in businesses, women became more interested in political activities and even in revolutionary terrorist organizations. "Once when a group of loyalists disguised as Indians was arrested for robbing and terrorizing the inhabitants, it was found that five of them were women, and three of those were a woman and her two daughters." (1:597)

Generally speaking, White women were not listened to by their men. One outspoken woman who had the ear of an important man was Abigail Adams, wife of Continental Congressman John Adams. In March of 1776, she warned her husband, "If particular care and attention is not paid to the ladies, we are determined to instigate a rebellion, and will not hold ourselves bound by any laws in which we have no voice or representation." (1:597)

This admonition by Abigail Adams to her husband seems to be the same warning issued by the American colonists to England: "No taxation without representation." The Continental Congress debated woman suffrage many times, with Tom Paine and the Quakers on the affirmative side. The net result of all the debate was to leave voting laws to the individual states.

During the American Revolution, women fought side by side with men (often successfully disguising themselves as men to do so); however, their sacrifices and dedication were not rewarded with consideration toward equality or a voice in the new government. Neither the Declaration of Independence nor the Constitution of the United States addressed or awarded rights and privileges to women. It seems the "inalienable rights of life, liberty and the pursuit of happiness" applied to White men only. (1:597)

Since voting rights were left to the States, many women were able to attain suffrage. The first New Jersey Constitution, passed in 1776, allowed property owners to vote without any sex restrictions. Primarily due to the Quaker influence, the New Jersey women who owned property became the only women in the nation eligible to vote. This, of course, could only include single or widowed women, since married women owned nothing; their husbands owned it all. (35:2)

A statute passed by the New Jersey legislature in 1783 authorized voting rights to "all inhabitants of this state, of full age, who are worth fifty pounds proclamation money." The Constitution in 1776 had simply omitted any reference to sex; however, legislation, passed in 1790 and 1797, further supported women's access to the polls by

referring to voters as "he or she." (35:2) Many men thought women would not bother to try to vote; others tried to assure limited voting by women by placing polling places in bars and saloons. However, over 10,000 women voted in New Jersey between the years 1790 and 1807. (35: 2)

Repeated attempts were made to quell this trend toward women's liberation and overturn the statute allowing women to vote. In 1807, a determined group of men wearing dresses cast illegal ballots in New Jersey; and the state, reacting to this action, then limited voting rights to adult, white males of property. (13:195)

At the close of the eighteenth century, women seemed to be on the way to achieving equality having gained the right to vote in Massachusetts and New Jersey. But the struggle for suffrage was to be an uphill battle requiring women of courage, perseverance, dedication, and selflessness to be committed to the cause. The 1800s produced a number of such women. The pendulum of power was moving toward the center once again.

The 1800s
The War of 1812
The Civil War
Dramatic Changes for Women

One of the questions raised often is whether women have the capability and commitment to defend their country as men are called upon to do. As in the previous century, during the 1800s, many women not only supported the war efforts through providing nursing care, sewing uniforms, and raising money, but a few brave and adventurous souls actually disguised themselves as males and fought alongside the men in the battlefields. Others served as spies and couriers. (9:106)

In the War of 1812, "sailor Lucy Brewer served undetected aboard the U.S. Ship Constitution for three years disguised as a man named Nicholas Baker. She fought in the battle against the British ship *Guerriere*." (9:106)

The Civil War produced many such female patriots: Ann Preston who founded a women's hospital in Pennsylvania, Ella K. Trader who built hospitals in four states, and Phoebe Levy Pember, who ran a Richmond hospital that became the world's largest hospital in existence at the time. Women such as Adeline Tyler, Mary Bickerdyke, Sally Thompson, Phoebe Pember, Emily Parsons, Clara Barton, and Dorothea Dix organized nurses and supervised the work in hospitals. These women joined the thousands of women, including nearly a thousand nuns, working in the nursing profession. They performed their services often under fire and were even allowed on hospital ships. In 1861, Confederate spy Rose Greenhow was the key to early Rebel victories; Belle Boyd and other women also spied. Elizabeth Van Lew took similar risks for the Union; and after the war, she was rewarded with the position of postmaster for Richmond. Among the most important Union women was Mary Ann Bickerdyke, the nation's first woman

formally appointed to a military position, and Dorothea Dix, who was named "superintendent of the United States Army Nurses." Sally Tompkins held the rank of captain in the Confederate army. President Jefferson Davis commissioned her so that she could commandeer hospital supplies. (9:135)

In September 1863, U. S. Physician Mary Edwards Walker became a surgeon for the Union army. She often worked behind enemy lines and was captured on one of these missions in 1864. Released in August of that year, she was awarded the Congressional Medal of Honor in 1865, only to have it revoked shortly before her death and reawarded posthumously. (9:136)

In 1898, some sixteen hundred women contracted with the army to provide nursing services during the Spanish-American War. They served from the Caribbean to the Philippines; in Puerto Rico, Ellen May Tower of Michigan became the first American woman to die on foreign soil while serving her country. (13:205)

With most of the men in the military, women were hired as government employees in both the North and the South; treasury departments and mints on both sides particularly hired women, who were seen as trustworthy and detail oriented. (13:199)

During this century, the pendulum continued its swing back toward the center. Significant progress was made in the achievement of voting and property rights and in education and business opportunities. Progress was slow at the first part of the century, but picked up momentum around the middle of the century with the efforts of women like Susan B. Anthony, Elizabeth Cady Stanton and Elizabeth Motts. They formed the Equal Suffrage Association (ESA) of 1866, which became League of Women Voters in the 1920s. The organization promoted equal suffrage, equal pay, marriage reform, more liberal divorce laws, and self-sovereignty. The ESA worked for suffrage for both White and Black women and joined a referendum campaign on these issues in Kansas in 1867. They denounced the Fifteenth Amendment, which enfranchised only Black men and which other women's rights leaders endorsed. Due to their denouncement of the Fifteenth Amendment, they lost the support of many former male abolitionist supporters. (34:2-3)

In the 1800s there was a flurry of activity pertaining to women's rights and equality:

1836 - Ernestine Rose sends the New York legislature a petition "to give a married woman the right to hold real estate in her own name." Just five women are courageous enough to sign it." (13:196)

1838 - Kentucky women become the first in the post-revolutionary United States to win some voting rights; widows with no children currently in school may vote in school elections. (13:196)

1847 - Oberlin College grants Emily Frances Fairchild a master's degree; it may be the first to a woman anywhere in the world.

1847 - The Boston Lying-in Hospital is the nation's first to use anesthesia to ease delivery. Many clergymen object, citing the biblical mandate, "in pain ye shall bring forth children." (13:197)

1848 - The organized women's movement begins with a meeting on July 19 and 20 in Seneca Falls, New York, when Lucretia Mott visits Elizabeth Cady Stanton. To their surprise, some three hundred women and men attend the barely advertised meeting. ...They adopt a strong Declaration of Rights for Women. Modeled by Stanton on the nation's Declaration of Independence, it calls for rights in education, employment, and the legal system; the right to vote is hotly debated but passes. (13:197)

1849 - Elizabeth Blackwell graduates at the top of her otherwise all-male medical school class; she is the first woman in the modern world to earn a medical degree. (13:197)

1850 - The first national women's rights convention is held at Worcester, Massachusetts. Organized by Paula Kellogg Wright Davis from her Rhode Island home, it attracts attendees from nine states. The *New York Tribune* reprints much that is said. (13:198)

1851 - Elizabeth Smith Miller wears "Turkish trousers" in Seneca Falls, New York; her cousin Elizabeth Cady Stanton, is among those who adopt pants. National newspapers pick up the story from Amelia Bloomer and use her name for the style. Women like the practicality of pants, but the public thinks their garb is immoral; because feminists decide that pants distract from their work on legal rights, most soon abandon them. (13:198)

1852 - Harriet Beecher Stowe's *Uncle Tom's Cabin* may be history's most influential novel, fanning the flames of abolitionism and leading to the Civil War. (13:198)

1854 - Clara Barton sets the first of many precedents by working in the U.S. Patent Office in Washington. Other women hired by the federal government do clerical work at home; their paychecks are mailed, and those of married women are made out to their husbands. (13:198)

1854- Massachusetts passes a model Married Women's Property Act, largely because of lobbying by Mary Upton Ferrin. She collected petition signatures for six years after realizing that her husband had legal title to property she owned prior to marriage, as well as the right to all earnings from her labor. (13:198)

1858 - Responding to a petition signed by ten thousand, a committee of the Ohio legislature favorably reports amending the state constitution to give women the right to vote. The proposal fails on the floor with a vote of 44-44. (13:199)

1867 - The U. S. House decides against enfranchising women in the District of Columbia, with a vote of 49 for, 74 against, and 68 failing to vote. (13:200)

1868 - In New Jersey, 172 women, including 4 Blacks, cast ballots that officials assume will not be counted. The women argue that the recently passed Fourteenth Amendment entitles them to vote. (13:201)

1868 - The first organized suffrage opposition appears in Lancaster, Massachusetts, where two hundred women send a petition to the legislature saying that the vote "would diminish the purity, the dignity, and the moral influence of women. (13:201)

1869 - Iowa is the first state to admit a woman, Arabella Mansfield, to the bar. She does not intend to practice law, however, and continues as a college administrator. (13:201)

1869 - Women in the Wyoming Territory become the world's first to have an unqualified right to vote. Men are so eager to lure women to this frontier that they adopt a constitution assuring women to complete political and economic rights-- even equal pay in public employment. (13:201)

1870 - Utah women win the vote a few weeks after those in Wyoming, but they are the first to actually cast ballots because Utah's elections are first. Although controversy over polygamy in Utah clouds the achievement, many skeptical men become supporters of suffrage after seeing the decorum that female presence brings to frontier polls. (13:201)

1870 - For the first time in the history of jurisprudence, women serve on juries to the delight of cartoonists, who find Wyoming's precedent hilarious. (13:201)

1870 - The Fifteenth Amendment uses gender-neutral language, giving women a legal argument that their enfranchisement is included along with that of former slaves. During the next two years, about 150 women from Delaware to California will attempt to vote. (13:201)

1872 - Victoria Woodhull is the first woman to declare herself a candidate for president. (13:201)

1873 - In *Bradwell v. Illinois*, the U.S. Supreme Court rules that states may exclude a woman from practicing law even if--as is the case for Chicagoan Myra Bradwell-- she has passed the bar exam. Citing women's "timidity and delicacy," the Court

says that the Constitution's equal protection clauses are overruled by the "law of the Creator." (13:202)

1873 - Protesting "taxation without representation," sisters Julia and Abigail Smith refuse to pay property taxes in Glastonbury, Connecticut. Town officials sell their cattle, and the "Glastonbury cows" become a celebrated cause. (13:202)

1874 - In a case filed by Virginia Minor, the Supreme Court hands women another big defeat. The effect is to force suffragists to amend the Constitution, which requires a positive vote from two-thirds of both houses of Congress and three-quarters of the state legislatures--an overwhelming task not achieved until 1920. (13:202)

1875 - The American Medical Association admits its first female member, Sarah Stevenson, who graduated at the top of her class last year at Woman's Medical College of Chicago, an institution founded by Dr. Mary Thompson in 1870. Also, this year, Dr. Emeline Cleveland becomes the first known female physician to perform major surgery. (13:202)

1879 - Years of lobbying by attorney Belva Lockwood pay off when Congress passes legislation permitting women to practice law in federal courts. She will be the first credentialed woman to argue before the Supreme Court. (13:203)

1881 - Eight female physicians--including Emily Blackwell and Marie Zakrzewska, who run competing medical schools--offer Harvard \$50,000 to open medical studies to women. Harvard turns them down. (13:203)

1882 - At age twenty-seven, Alice Freeman (later Palmer) becomes president of Wellesley College, but she must give up the position when she marries five years later. (13:203)

1883 - Women in the Washington Territory are third in the nation to have full voting rights--which they lose four years later, when a court strikes down the law that enfranchised them. (13:203)

1887 - For the first and only time in the century, a congressional vote is taken on the "Susan B. Anthony Amendment" that enfranchises women; just sixteen of seventy-five senators support it. Congress also takes away the right of Utah women to vote when it outlaws polygamy, leaving women in Wyoming as the only fully enfranchised ones in the nation. Also this year, Rhode Island is the first eastern state to hold a referendum on suffrage; it too fails. (13:204)

1891 - The American Economics Association honors Helen Campbell for her *Prisoners of Poverty* which shows that--regardless of the industry or skill level--women are almost invariably paid half as much as men. (13:204)

1893 - Geologist Florence Bascom earns what may be the first doctorate of science granted to a woman. (13:204)

1893 - In a campaign organized by Carrie Chapman Catt, Colorado women win full voting rights. (13:205)

1894 - Women are elected to a state legislature for the first time, as Clara Clessingham, Carrie Holly, and Frances Klock win races for the Colorado House of Representatives. (13:205)

1896 - Democrat Martha Hughes Cannon becomes the nation's first woman in a state senate. (13:205)

As the century ends, the U. S. Patent Office has granted more than eight thousand patents to women inventors. (13:206)

The Early 1900s **The Equal Rights Amendment** **The League of Women Voters**

The period 1900 to 1940 was a time when women were making tremendous equality gains. The pendulum picked up velocity in its swing toward the center point. More and more women were picking up the banner promoting women's suffrage, and a momentous goal was brought to fruition with the passage of the Nineteenth Amendment in 1920. But, success did not come easy.

In the House of Representatives, suffrage passed the first time by exactly the number of votes needed, with one supporter being carried in from the hospital and another leaving his wife's deathbed to be there to cast their votes. In the Senate, suffrage passed with just two votes to spare. When the Nineteenth Amendment was sent to the states for ratification, Tennessee, the last state, passed it by a single vote, at the very last minute, during a recount! (26:2)

It took time for women to start voting; and, as might be expected, there was initial resistance to women casting their ballots. "In Kansas City, for example, women who married after registering to vote were disenfranchised, because changing their names meant they 'ceased' to exist as registered voters, as far as officials were concerned." (28:1)

After attaining the right to vote, the women's groups moved into other areas of inequality. The Equal Rights Amendment (ERA) was introduced in 1923 by the National Woman's Party, a group who called themselves "feminists" and were often viewed as extremist and reactionary because of the insistence that women be treated identically with

men and thus, denied the right to protective legislation. As introduced, the ERA read:" (14:53-54)

"Men and women shall have equal rights throughout the United States and every place subject to its jurisdiction." The language was partially changed in 1943 because it was thought the above language might be interpreted to require geographic uniformity. Modified, the proposal read: "Equality of rights under the law shall not be denied or abridged by the United States or by any State on account of sex." (14:53-54)

The League of Women's Voters and other women's organizations opposed the Equal Rights Amendment fearing that its passage would wipe out all the reforms for which they had fought. Even the U. S. Department of Labor Women's Bureau, established in Congress in 1920 (Public Law 66-259) to represent the needs of wage-earning women in the public policy process, was not a proponent of ERA. They denounced ERA supporters as a "small but military group of leisure class women (venting) their resentment at not having been born men." (5:30)

Adding to the conflict within the movement was the apparent failure of woman suffrage to change politics. Women failed to vote as a bloc, support other women candidates, or effect reforms. Passage of the Sheppard-Towner Act of 1921, represented the sole legislative triumph of the suffrage movement." (34:4-5)

The Sheppard-Towner Act of 1921 approved the appropriation of funds (up to \$1 million annually) for maternity clinics aimed at lowering infant mortality rates. It was the nation's first Federal spending on women's health; however, it was repealed before the end of the decade. (13:209)

By the end of the 1920s, not only were increasing numbers of married middle-income women working outside the home, they were also moving into white collar jobs. The National Federation of Business and Professional Women (BPW) was founded to support white-collar workers in general. Unfortunately, what was considered professional were teachers primarily, and most "business-women" were secretaries. (1:7) The progress on the employment front was less than had been anticipated. However, on the political front, there was a marked increase in the number of women registered to vote in the Presidential contest of 1928, and women were being nominated for political office and being elected on the local level. "Political women were often perceived as being different from men, with little personal ambition, a more issue-oriented outlook, less partisan for instance, and more given to cooperation with other women." (28:1)

It is interesting to note that many women during this period, dubbed the "Roaring Twenties," seemed to be more interested in personal liberation rather than political equality. They adopted traditionally male habits such as smoking, drinking, and driving cars. Many abandoned the Victorian dress styles and wore skirts well above the knee.

Without visible leadership or organized movement in the non-political arena, women liberated themselves from centuries of societal limitations. (13:209)

The Depression of the 1930s halted the progress of women and actually set the motion in reverse.

While nearly 25 percent of all Americans were out of work during the 1930s, women were "expected" to remain at home and not compete with men for the few jobs that were available. One piece of New Deal legislation, the Economy Act of 1932...was quite harsh in its dealings with women who happened to be federal employees. If their husbands also worked for the government, and if personnel cutbacks were deemed necessary, the wives were to be dismissed. This was true even if women had seniority or held positions of greater importance than their spouses held. ...In 1930, female professional workers represented 14.2 percent of the work force; in 1940, they represented only 12.3 percent. And in 1935, government projects employed 1.6 million people--of whom only 142,000, or about 9 percent, were women. The number of female college teachers fell during the 1930s, from 32.5 percent at the beginning of the decade to 26 percent by its end. (2:56)

Though the opportunities for white-collar jobs decreased, the number of married women in the workforce during this time period increased by nearly 50 percent, while their numbers in the population increased by only about 15 percent. By 1940, married women were 35 percent of the female labor force in comparison to 29 percent in 1930. (11:44)

Minimum wage laws passed during the New Deal also provided economic gains for women. The Fair Labor Standards Act meant increased wages in the textile trades where 40 percent of the workers were women. (2:57)

While women fought for suffrage and equal rights in the civilian sector, activity was also notable within the military sector.

1901 - Congress creates the Army Nurse Corps, the first permanent military unit for women. (13:206)

1908- Congress establishes the Navy Nurse Corps. (13:206)

1917 - Over 20,000 women enlist in the Army and Navy Nurse Corps; more than two hundred members of the Army Nurse Corps will die, some from the mustard gas introduced in this war. (13:206)

1918 - In August, three months before the end of World War I, the military begins enlisting women for non-nursing jobs: 12,500 women termed "yeomen (female)" join the Navy, while the Marine Corps enlists 305 "marinettes." Most serve in

Washington offices. When the war ends, three women receive the Distinguished Service Cross and twenty-three earn the Distinguished Service Medal. (13:206)

Women accomplished many "firsts" during this period. At the Women's Rights Convention in 1852, Lucy Stone had an interesting and thought-provoking comment concerning women such as those listed below, women who were not afraid to subject themselves to the hazards of treading uncharted territory.

The woman who first departs from the routine in which society allows her to move must suffer. Let us bravely bear ridicule and persecution for the sake of the good that will result, and when the world sees that we can accomplish what we undertake, it will acknowledge our right. (7:141)

Lucy Stone's speech to the convention in 1852 was applicable and described well the accomplishments of the women in the early 1900s.

1911 - Harriet Quimby is the first American woman licensed to fly. (13:207)

1911 - Astronomer Harriet Leavitt dies, leaving an amazing scientific legacy; since beginning work at the Harvard Observatory in 1895, she has discovered some twenty-four hundred variable stars--about half of those known to exist. (13:207)

1912 - The premature death of Dr. Nettie Stevens ends her important research in genetics. She was the first to discover that an embryo's sex is determined by the presence of an X or a Y chromosome in the father's sperm. Her breakthrough will not be accepted until long after her death, and meanwhile countless women continue to be blamed when their babies are not the desired sex. (13:207)

1922 - The first woman to serve on a state supreme court is Florence Allen, while Rebecca Felton is the first female U.S. Senator. (13:209)

1924 - Just four years after the Nineteenth Amendment is passed, Nellie Taylor Ross of Wyoming and Miriam Ferguson of Texas become governors. (13:210)

1931 - Jane Addams is the first American woman to win the Nobel Peace prize. (13:211)

1931 - The National Air Race opens to women--but when Phoebe Omlie wins \$12,000 and a new car for her first-place finish, women are again declared ineligible. (13:212)

1932 - Amelia Earhart is the first woman to fly solo across the Atlantic. Far less attention goes to Ruth Rowland Nichols, who becomes the first female airline pilot. (13:212)

1938 - Pearl Buck wins the Nobel Prize for literature just eight years after her first book. She will remain the only female American winner for a half century. (13:211)

The pendulum of power swung constantly during the early 1900s. The two opposing factors each worked valiantly to attain or retain power. With the help of sympathetic male supporters, women attained the right to vote which gave women the hope that equal rights and privileges would follow. However, fate interceded in the form of the Depression of the 1930s and changed the direction of the pendulum. Not until the war years of the 1940s did the pendulum's progress in the direction of male dominance and superiority slow and move back toward the center.

The 1940s Wartime Brings Opportunities

The 1940s opened with a dramatic event, the attack on Pearl Harbor. Just a few months before this historic event, more than 80 percent of American men and women believed and stated that it was wrong for wives to work outside the home if their husbands were employed. This was partially a holdover idea from the depression-ridden 1930s when jobs were scarce and women with employed spouses were criticized harshly for taking jobs away from men who had families to support. (5:21)

School systems throughout the country refused to hire women teachers if they were married, and fired them if they got married after being employed. Secretary of Labor Frances Perkins had denounced women as "Pin money" workers for taking jobs away from needy men (the charge had no basis in fact), and the federal government itself prohibited by law the employment of two members of the same family in the civil service. ...Now suddenly all that changed...Those who had been told just a few years earlier that they were threatening the nation's survival by taking jobs were not enjoined to rush to the workplace as part of their sacred patriotic duty. (5:21)

Employment statistics from the war years showed rapid, unprecedented increases in the number of women, especially married women, in the workforce. The Women's Bureau of the Department of Labor surveyed airplane factories at the beginning of the war and found only 143 women employees. Eighteen months later, the same plants employed 65,000 women. From 36 women involved in the construction of ships in 1939 the number soared to 160,000 employed by 1942. Between 1941 and 1945 the female labor force increased by more than six million, approximately 55 percent. (5:22)

Wages, previously only a fraction of what men were paid, increased substantially. Women started joining the unions in large numbers. Women were offered jobs which were previously only given to men. (5:22)

In 1942, 60 percent of the American people declared that wives should be employed in the war industries and 71 percent believed there was a need for more married women to take jobs--a striking contrast to the four out of five Americans who four years earlier had said that married women should not hold jobs if their husbands were employed. (5:23)

During the war years, more than 900,000 women were employed in government jobs, most of them doing clerical work with the War Department and other agencies. By the end of the war, women comprised almost 38 percent of all Federal workers, more than double the percentage in 1940. (5:23) Nearly 75 percent of the new women workers were married. Sixty percent were over 35 years of age. By 1945, married women, for the first time, comprised the majority of the female labor force. Nearly 4 million of the 6.5 million women who joined the labor force listed themselves as former housewives. Despite such changes, there was little, if any, progress made on issues of sexual equality during World War II. Women may have done a thousand new jobs, but rarely, if ever, were they given supervisory responsibility or placed in executive positions. Women were also excluded from policy-making positions in the government, even on questions directly related to women workers. (5:23)

Women in the United States entered several branches of the newly created women's Armed Forces-- the WAC (Women's Army Corps, originally Women's Army Auxiliary Corps, or WAAC) and the WAVES (Women Accepted for Voluntary Emergency Service), the women's branch of the Navy. In 1947 the Army-Navy Nurse Act authorized permanent commissions for U.S. military nurses; Florence Blanchfield became the first woman officer commissioned in the regular army. In 1948, the Women's Armed Services Integration Act regularized the Women's Army Corps, the WAVES, and other military women's corps. The Air Force separated from the Army, and its female unit was dubbed the Women's Air Force, or WAF. Legislation imposed a quota on women of two percent of the total military forces. (13:214) As the war came to an end, none of the commanders of women's military units had a rank compatible with her level of responsibility.

Colonel Oveta Culp Hobby (WAAC) and Captain Mildred McAfee (WAVES) had each created an entirely new corps and commanded some hundred thousand women but had a rank given to men who commanded as few as 500. (13:213))

Interestingly, in 1945, due to the shortage of nurses created by the war casualties, President Roosevelt called for amending the Selective Service Act to "provide for the induction of nurses into the Armed Forces." A poll showed that 73 percent of Americans supported him, and the House approved the Nurses Selective Service Act by a vote of 347-42. The Senate Military Affairs Committee recommended it, but the Army soon entered Berlin and the legislation was no longer needed. No one argued that the Constitution protected women from the draft. The supposed exemption women had from being drafted was one of the larger objections voiced by opponents of the Equal Rights Amendment in the 1970s. (13:213)

Between 1941 and December 1944, more than 1,000 women were admitted to the WASPs (Women's Air Force Service Pilots), an elite group founded by pilot Jacqueline Cochran with the help of General Hap Arnold. (9:255) The WASPs was not a military organization. Women who wanted to join had to have their own pilot's license and at least 200 hours of flying time. They had to pay their own way to Sweetwater, Texas, where they underwent a six-month training program. Initially, they had to supply their own wardrobe because uniforms were not issued until the lack of them created problems for the women pilots. As civilians contracting with the Army Air Corps, the WASPs lived in military housing and followed military orders. They had neither military rank nor benefits, including insurance. When a WASP died in the line of duty, as 38 of them did, their families were expected to pay for funeral expenses. In 1944, when Cochran pressured Congress to upgrade the WASPs to military status in appreciation for their efforts during the war, Congress chose to disband the unit instead. Male pilots were pressuring Congress to eliminate the post-war competition for the remaining flying jobs. (6:268)

More than 75 percent of women in war jobs indicated that they intended to keep their positions when the war ended. Unfortunately, most of them were not given the choice. Demobilization caused layoff rates for women workers that averaged 75 percent higher than those for men. Over 800,000 workers were terminated in the aircraft industry, most of them women. Under Federal legislation, returning veterans had first claim on their old jobs. Some companies even re-instituted age requirements which threw women over 45 out of work, and restrictions against hiring married women were enforced. "Congress," one Southern senator declared, should "force wives and mothers back to the kitchen" in order to assure jobs for returning veterans. (5:26)

Why did these women not organize a protest against such treatment? Several factors may have been contributory: the absence of a cohesive women's rights leadership organization, the flurry of the moment with the war's end and relatives coming home requiring joy and jubilation not recriminations and protests, and the lack of political organizations through which they might formulate and express their concerns. (5:30)

Within a few months after the war's end, what Betty Friedan later dubbed "the feminine mystique" had come to dominate American popular culture. Women could only be happy if they devoted full time to the roles of housewife and mother. Young college coeds had marriage on their minds more than education. After all, the only purpose of attending college was to snare a superior marriage candidate. Advertisements extolled the virtues of motherhood and housewifery. "Any woman who wanted a career must be 'masculinized,' neurotic, (and) rejecting the path of 'normal femininity.'" (5:27)

Not all women fit "the feminine mystique." Although the total number of women in manufacturing jobs declined by nearly a million between spring 1945 and winter 1946, there were still one million more women workers in the nation's factories shortly after the war than in 1940. By the end of the decade the proportion of women at work had increased to 32 percent as opposed to 27 percent a decade earlier. The change was

greater than that for the entire preceding 30 years. The proportion of married women workers had increased 50 percent. Moreover, the greatest change--77 percent--occurred among women 45 to 54 years old. (5:28)

The 1950s **Elvis Presley Swivels and Rosa Park Stands Firm** **The Baby Boom**

During the war years of the 1940s, the emphasis was, and had to be, on winning the war. Feminist goals were put on hold, overcome by the more important events of winning the war and day-to-day survival. After the war, men coming home wanted to resume their "rightful place" at work and at home. The baby boom in the late 1940s and 1950s played its part in keeping women busy with responsibilities and duties on the home front. The aging or retiring veterans of the feminist movement were not replaced by newcomers. Mass media influenced mass culture which "emphasized women's family roles, disparaged career women, condemned working mothers, and labeled feminism a form of deviance." (34:5)

After World War II, many women continued to work; however, the majority opted for marriage and children. "By 1945, there were 1,613,000 American marriages; by 1946 that number jumped to 2,291,000. There were 2,858,000 babies born in 1945 compared to one year later when 3,411,000 American babies arrived." (2:105-106) Working women were not trying to compete for men's jobs, nor were they demanding equal pay or promotions. Some were supporting families; others took jobs to "help the family and thus were acting in a manner totally consistent with their traditional role as 'helpmates.'" (5:31-32)

Several factors during this period did contribute to the revival of feminism. More women than at any time before entered college. (2:99) The rapid expansion of higher education provided a larger number of educated women, women who questioned the dominance and superiority of men. Another major development was the increase of married women in the postwar labor force. Women who had their babies in the baby boom of the 1940s were reentering the job market as their children started school and birth control became more popular. For many, the ability to maintain a middle-class lifestyle required a two-income family. These developments set the stage for a feminist revival in the 1960s. (34:5)

When the Korean War started in June 1950, approximately 22,000 women served in the Armed Services with roughly one-third serving as healthcare professionals. To augment the Women's Army Corps, approximately 200 women were *involuntarily* recalled to active duty in the Women's Army Corps in 1951. (31:1)

On the political front, by 1958 there were a record number of women--20--in the U. S. House of Representatives. Eisenhower appointed Clare Boothe Luce U.S. ambassador to Italy, another first for American women. (2:99)

And, in 1954 in Montgomery, Alabama, seamstress Rosa Parks refused to give her bus seat to a White man. Her arrest was the catalyst for the Montgomery bus boycott, an early highlight of the civil rights movement that produced extraordinary results in the 1960s with the passage of the 1964 Civil Rights Act. (13:215)

Obviously, the decade known as "the fifties" was not one in which great strides were made toward female equality. Despite the "cold war" with Russia and the bomb shelters people built in their backyards, "the fifties" is remembered as a nostalgic, non-threatening carefree time by many, perhaps because the decade of "the sixties" was to be a time of upheaval, controversy, dissension, and an unpopular war.

The 1960s Demands for Peace and Equality "Give Me Space" and Space Travel

What a decade for women! The accomplishments and preparation of past decades contributed to the individual and collective successes of women during the 1960s. The passage of the Nineteenth Amendment in 1920 gave women a political voice; the 1940s war years gave women an opportunity to prove to themselves and men as well that women could work in traditionally men's jobs and provide an outstanding result. The women entered and graduated from colleges in record numbers in the 1950s, thus providing educated women ready for challenges. The 1960s, with its rebellion, freedom, equality, and war theme, set the stage for women to once again speak with a loud voice and demand equality. The pendulum of power began to move more quickly toward the center.

American women promoted the recurring theme of world peace during the 1960s. They joined together in Women Strike for Peace, a group behind the major disarmament and antiwar demonstrations throughout the decade. This also helped give women valuable political experience and public exposure. (2:117)

In 1960, Jerrie Cobb became the first woman selected for astronaut training. (2:99) In 1961 a woman was named permanent ambassador to the United Nations. Also in 1961, President Kennedy formed the President's Commission on the Status of Women. In 1963, a woman officiated at the Presidential swearing-in of Lyndon B. Johnson, the first and only time a woman judge has done so. Other firsts were a woman member of the New York Stock Exchange and a female jockey in the Kentucky Derby. (2:117)

In 1963, The Equal Pay Act was passed by Congress. The act prohibited paying wages based on sex by employers and unions and provided for equal pay where workers perform equal work in jobs requiring "equal skill, effort, and responsibility and performed under similar working conditions." (22:1) This act was supposed to solve the problem of women receiving less pay than men, and was often touted by opponents to the

Equal Rights Act as the appropriate solution to the problem of the gender pay gap, making the Equal Rights Act unnecessary.

An extremely important event for women was the passage of the Civil Rights Act, Title VII, in 1964. Women realized that they must have a legal right to equality; the right to vote afforded them the opportunity to get such a law passed but did not in and of itself guarantee equality for women.

As Elaine Jones, a member of the NAACP Legal Defense Fund stated, "You've got to remember that this is a nation of laws, and if something is not in the law, if it's not protected by the law, if it's not recognized by the law, then you don't have anything.

That's why Title VII is so important. It's the first time in an employment law that women get access as a matter of law to full employment opportunities." (4:52)

The Civil Rights Act was being debated in Congress, particularly Title VII, which would ban discrimination on the basis of "race, color, religion, or national origin." Under this law, employers who have 15 or more employees are not allowed to discriminate with respect to hiring/firing, wages, training, promotion, and all other terms and conditions of employment. (4:53)

There were many Congressmen who were violently opposed to the passage of this act, which would place all races on an equal plain before the law. Initially. It wasn't even a matter of women's equality, because sex equality wasn't a part of the proposed law. (4:53)

An eighty one-year-old Congressman from Virginia, Howard W. Smith suggested that the word "sex" be added. He was certain that if he added "sex" to "race, color, and religion," Congress would view the whole proposition as ridiculous, and they would stop the Civil Rights Act cold. He stated, "I have certainly tried to do everything that I could to hinder, delay, and dilapidate this bill."

Congresswoman Martha Griffith had another idea. Her speech to a room full of Congressmen laughing uproariously at the idea of adding "sex" to the bill was brilliant:

"If there were any need to prove your disrespect, you've already proved it by your laughter. We have sat here for four days discussing the rights of blacks and other minorities and there has been no laughter, not even a smile, but when you suggest that you shouldn't discriminate against your own wives, your own mothers, your own daughters, your own granddaughters, or your sisters, then you laugh."

There was silence. Complete and absolute silence when Ms. Griffith continued. "You have succeeded in dividing American labor into three parts. First are American white men, who stand at the top and will get what they've always gotten. Then you are going to put in black men and women, and the third class will be your sisters. They will be the last hired and the first fired. Why are you doing this? Add 'sex.' Why discriminate against white women?" (4:53)

So, due to a hostile Congressman's attempt to sabotage the passage of this act and to the Congresswoman's outspoken voice of reason, the Civil Rights Act passed, was signed into law by President Johnson in 1964, and included the word "sex." For the first time in American history, job discrimination against women was illegal. (4:52-53)

Another important change for all women occurred in 1965: A court ban on contraceptives was lifted by the U.S. Supreme Court. This ruling voided a prohibition against women's reproductive freedom that had stood in force since 1879 and gave women a measure of control over their lives and destiny. (2:117)

The 1970s Equal Rights Amendment? Doors to Hallowed Halls Are Opening

The 1970s were somewhat anticlimactic as compared to the "sixties." "Despite a 10.6 percent increase in women in the labor force between 1950 and 1970, most Americans ended the decade (of the seventies) as they began it, uncomfortable with the concept of working wives and mothers. (2:146) Individually, women were breaking down barriers in almost every area. Collectively, they could not agree on several important and decisive issues. One such issue was the Equal Rights Amendment, which had been proposed in 1923. Opponents and proponents waged a decade-long battle when it passed Congress in 1972. Its ratification required approval from 38 states to become law. The opposition, led by Congresswoman Phyllis Schlafly, defeated the proponents led by Congresswoman Patricia Schroeder. Phyllis Schlafly led the opposition to the amendment with a platform of hearth and home and traditional values. Proponents were seen as anti-family. The ERA was ultimately defeated, three states short of ratification. (4:56-58)

Female flight attendants of virtually all major airlines fought their own battle for equal rights by demanding an end to differing standards of employment for women and men carrying out the same tasks. They took their case to court but it would be years before the courts decided in their favor. (2:147)

The Federal government eliminated gender discrimination in advertising and hiring for public jobs which and legalized abortion in the landmark Supreme Court decision *Roe v. Wade*. In 1975, the U. S. Supreme Court ruled that women could not be excluded from juries on the basis of sex. (2:146)) Title IX of the 1972 Higher Education

Act passed requiring that funding would be made available for equal sports opportunities for women athletes. (2:175)

During this decade, most U.S. states retreated from the general policy of requiring women to take their husbands' names. (9:317) It may be inconceivable to the women of today that there was a time when Jane Smith had no choice but to be officially Mrs. Jane Smith Doe, yet that was the law until the 1970s. Many men did not readily accept this affront to their manhood as exemplified by the following two examples. In 1971, Merna Ellentuck of Roosevelt, New Jersey, was forbidden to vote without putting "Mrs." before her name. (9:320)

In 1972, Nancy Allyn of California and Donna Brogan of Georgia were refused permission to register to vote if they used "Ms." as their title. (9:323)

The 1970s brought the first women FBI agents, Episcopal Church priests, Jewish rabbis, regularly scheduled commercial airline pilots, and state governors elected in their own right. Jeanne M. Holm became the first woman major general in the U. S. Army. Roslyn Yalow won the prestigious Albert D. Lasker prize for her medical research. Barbara Walters became the first female network news anchor, signing a \$1 million per year contract. (2:146)

In 1970, women earned 8 percent of all law degrees compared to 48 percent in 1980. However, a study in 1980 of Harvard Law School graduates seven years after their graduation found that 25 percent of the men but only 1 percent of the women were partners in their firms. (9:317,354) Women were realizing the value of education, and in 1979, for the first year, more United States women than men entered college. (9:353)

Congress had to get involved to open United States Military academies to women.

In 1975, then President Ford, signed Public Law 94-106 requiring the services to open the hallowed halls of West Point, Annapolis, and the Air Force Academy to women. In the fall of 1976 female cadets began their education and military orientation as the 'Class of '80' and became the first coed class. When those first classes graduated in 1980, of the 327 women who began, 217 graduated--a whopping 66%." (16:1)

In 1978, the National Aeronautics and Space Administration named six women astronauts for the Space Shuttle flights scheduled to begin in the early 1980s. (2:147) The same year Margaret Brewer was promoted to the rank of brigadier general in the U.S. Marine Corps. (9:347)

As the decade closed, women realized progress had been achieved, but they looked forward to the next decade, some hoping the Equal Rights Amendment would be passed; others anticipating gaining more judicial ground toward equal pay and equal job opportunities; and still others hoping to resolve their equal pay dilemma through education.

The 1980s

Women in Space, Politics, and Vying for the Vice Presidency of the U.S.

The 1980s opened with a move toward conservatism, an attempt to halt the swinging of the power pendulum and maintain at least a status quo in women's rights issues. The Equal Rights Amendment was defeated in 1982, failing to get the last three states' approval required for ratification. President Reagan, a man who had grown to manhood during the depression years of the 1930s, war years of the 1940s, and baby boom of the 1950s, led the country.

Feeling the brunt of criticism from advocates of women's rights, President Reagan named a woman to fill a U.S. Supreme Court vacancy, and designated another as U.S. ambassador to the United Nations. (2:206-207)

In 1983, Sally Ride became the first woman in space. In 1984, of special significance, Geraldine Ferraro became the first female vice-presidential candidate. Other firsts during the early 1980s included a black Miss America, a woman U.S. Navy commander at the Great Lakes Training Center, and a woman police chief in Portland Oregon. A woman also designed the Vietnam War memorial in Washington D.C. A woman won Alaska's 1,827-kilometer Iditarod dogsled race for the first time, and Joan Benoit won the first Women's Olympic Marathon. (2:206-207)

After lengthy lawsuits, women flight attendants won retroactive awards and reinstated seniority from several major airlines guilty of sex discrimination. (2:206-207)

Statistics regarding employment opportunities and salaries for women versus men proved that progress toward equality was moving very slowly.

In 1981, twenty-five percent of families are supported by women. Women are 98.4% of kindergarten and preschool teachers, 45.4% of sales workers, 80.5% of clerical workers, 61% of textile workers, 97.6% of in-home child-care workers, 19.1% of janitors, 47.3% of bartenders, 97.2% of dental assistants, 89.3% of hairdressers and cosmetologists, and 25.5% of farm laborers. Thirty percent of employed women work part-time. Female elementary school teachers make 82% as much as men; female lawyers make 71% as much as male lawyers; female engineers make 68% as much as male engineers; female sales workers make 52% as much as their male counterparts. (9:359)

In 1983, fifty-three percent of women are in the work force. On average, female college graduates earn \$14,679 per year; male high school dropouts earn \$12,117 per year. Women with high school diplomas earn less, on average, than men with fewer than four years of elementary school. (9:366)

In 1986, the median annual wages of full-time female workers was approximately 64 percent of the annual wages of males. Only half of all employed women worked full time for the full year, and disproportionate numbers lacked employment-related benefits such as health and pension coverage. Even among full-time workers, the average female college graduate still earns less than the average white male with a high school diploma. ...Most women employees are crowded into a small number of job categories, and about half are in occupations that are at least 80 percent female. ...Despite significant progress toward greater integration, some projections suggest that at current rates of change, it would take between 75 to 100 years to achieve complete occupational integration. ...In the late 1980s female lawyers comprised 25 percent of all associates but only six percent of the partners in law firms. (10:176-177)

Without a major conflict during the decade, women's participation in the military declined. In 1982, women were only 9% of U. S. military personnel. Of these 191,340 women, 39.8% were in the Army and 4.2% were in the Marines. Thirteen percent of them were officers. (9:362)

The 1980s were significant in that many opportunities that were heretofore not open to women were granted and women entered colleges and universities in record numbers, thus preparing themselves for the high-tech 1990s.

1990 - 2001

Women Entrepreneurs Abound

Watch that Glass Ceiling

The issues surrounding women of the 1990s were complex and controversial. Men and women had different viewpoints; even women could not seem to form a consensus regarding gender-related topics of the day such as:

- Women's reproductive rights. Whether or not women can terminate pregnancies is still controversial twenty-five years after the Supreme Court ruling in Roe v. Wade affirmed women's choice during the first two trimesters.
- Women's enrollment in military academies and service in active combat. Are these desirable?
- Women in leadership roles in religious worship. Controversial for some, natural for others.
- Affirmative action. Is help in making up for past discrimination appropriate? Do qualified women now face a level playing field?

- The mommy track. Should businesses accommodate women's family responsibilities, or should women compete evenly for advancement with men, most of who still assume fewer family obligations?
- Pornography. Is it degrading, even dangerous, to women, or is it simply a free speech issue?
- Sexual harassment. Just where does flirting leave off and harassment begin?
- Surrogate motherhood. Is it simply the free right of a woman to hire out her womb for this service?
- Social Security benefits allocated equally for homemakers and their working spouses, to keep surviving wives from poverty as widows. (32:1)

One of the major complaints among women of the 1990s was that of equal pay for equal work. Nationally, women earned 72 cents to each dollar paid to male counterparts. "Over a working lifetime, this wage disparity costs the average American woman an estimated \$250,000." (17:1) "A 1998 report by the Council of Economic Advisers...cites studies showing that a pay gap remains even when variables such as occupation, age, experience, and education are held constant." (22:2) The U.S. Bureau of Census chart below shows that progress in narrowing the pay gap has been slow but steady from 1979 through 1999.

Women's earnings as a percent of men's, 1979-2000
Ratio of women's earnings to men's earnings

Year	Hourly	Weekly	Annual
1979	64.1	62.5	59.7
1980	64.8	64.4	60.2
1981	65.1	64.6	59.2
1982	67.3	65.4	61.7
1983	69.4	66.7	63.6
1984	69.8	67.8	63.7
1985	70.0	68.2	64.6
1986	70.2	69.2	64.3
1987	72.1	70.0	65.2
1988	73.8	70.2	66.0
1989	75.4	70.1	68.7
1990	77.9	71.9	71.6
1991	78.6	74.2	69.9
1992	80.3	75.8	70.8
1993	80.4	77.1	71.5
1994	80.6	76.4	72.0
1995	80.8	75.5	71.4
1996	81.2	75.0	73.8
1997	80.8	74.4	74.2
1998	81.8	76.3	73.2
1999	83.8	76.5	72.2
2000	83.2	76.0	

Source: BLS Bulletin 2340 and unpublished tables,
Employment and Earnings, January issues; U.S. Bureau
of the Census, Current Population Reports, Series P-60,
Selected issues

Table prepared by Women's Bureau, February 2001
(24:1)

One reason women have had difficulty in bringing their salaries up to a commensurate level with that of men is due to the "Glass Ceiling," a term that was coined in a *Wall Street Journal* article in March 1986. The phrase refers to artificial barriers that keep women from advancing their careers to the fullest extent. Prior to the mass entry of women into the workforce, corporations did not concern themselves with structuring jobs to allow for family responsibilities. Working men had wives to care for home and family. In the United States, passage of the Equal Pay Act of 1963 and the Civil Rights Act of 1964, coupled with the feminist movement of the 1970s led to more women in traditionally male jobs. The difference was these women, by choice or necessity, did need to combine family and corporate concerns. Corporate culture changed very little. In many work settings, women did not advance as quickly as men, especially in the upper echelon jobs, because it was assumed they would have children and leave their jobs to care for their children. Studies have shown that was not what happened in the 1990s.

(13:28-29)

Surveys indicate that women executives work an average of 56 hours a week--the same as male executives. When offered relocation in conjunction with a job, only 14 percent of women declined, as opposed to 20 percent of men. Nonetheless, stereotypes of women executives hold that they do not work long hours and cannot accept relocation because of family responsibilities. And while it is true that 82 percent of women who have taken a leave of absence from working have taken it for the birth of a child or other family reasons, only one-third of women executives took a leave of absence at all. (13:28)

According to the Department of Labor, one of the most significant changes that took place between 1900 and 1999 was the rise of women managers. In 1900, only 4.4 percent of managers were women. By 1999, 45.1 percent of all managers were women. Most managers, however, are clustered in the specialties of medicine and health care, human resources, education, accountants, and administrative fields--specialties which have been predominantly considered female fields. Similarly, in 1999, while nearly 35 percent of all professionals were women, 39 percent of these were teachers. (23:1) Heartening news, compiled by Catalyst, a research organization, was that the number of women holding high executive positions is increasing, although women are still a small percentage. The percentage of female corporate officers rose from 8.7 percent in 1995 to 11.9 percent in 1999. However, "just 6.8 percent of all line jobs--the positions that tend to place people on the CEO track--are held by women today." (38:1-2)

By 2005, an estimated 62 percent of the workforce will be made up of women and minorities. Many experts think sheer numbers may help to alleviate the "Glass Ceiling" barrier.(13:28) However, behavioral scientist Shannon Goodson conducted a recent study of 322 male and female executives and found that:

Women are considerably less comfortable promoting themselves than men. Many believe that self-promotion is unacceptable and have been taught that hard work alone is sufficient to put them eventually on a par with men. They also tend to be overpreparers, making sure their work is technically correct, but not assuring that it is noticed by influential people in the organization. Compounding the problem is the scarcity of effective support networks for women like those which traditionally nurture up-and-coming employees. (27:1)

Ms. Goodson contended that women cannot hope to break through the glass ceiling if they do not learn to "translate their knowledge into effective self-presentational behaviors." Her advice to career women if they want to earn what they are worth is to help each other and themselves "shine more brightly in today's competitive work settings." (27:2)

Recent studies have shown that diversity in senior management enhances corporate performance. According to a survey of 1,000 companies which was recently conducted jointly by the Business and Professional Women's Foundation and American

Management Association, "companies whose senior management teams consist of a mixture of genders, ethnic backgrounds and ages achieve superior corporate performance." The study also revealed "firms with a majority of senior executive positions held by women showed the largest sales growth, averaging 22.9 percent in 1997, compared with an average 13 percent where men predominated on the senior management team." (18:1)

One other avenue to success that is available to women is business ownership. The internet has contributed significantly by adding opportunities for women in many fields. "Women-owned businesses have grown in number and clout. Between 1992 and 1997, the number of women owned firms increased 16%." (36:1)

Some differences have been noted between entrepreneurial men and women's management and thinking styles.

- While men strongly emphasize logical, left-brain thinking, women are somewhat more likely to emphasize intuitive, right-brain thinking--are more evenly balanced between the two styles. (36:1)
- Women entrepreneurs (72%) are significantly more likely to have investments in stocks, bonds or mutual funds than are working women (58%). (36:1)
- Women-owned businesses are just as financially strong and creditworthy as all U.S. firms, with similar performance on bill payment and similar levels of credit risk. (36:2)
- Women business owners are less likely than their men counterparts to have a mentor before opening a business, but more likely to consult outside sources on business management and growth issues. (36:2)
- Research has documented trends showing that the women who are starting businesses today are more likely than in the past to have managerial and professional experience. (36:2)

The Department of Labor compiled some interesting statistics regarding the employment of women during the 1990s:

- Of the 108 million women age 16 and over in the United States in 1999, 65 million were in the labor force--working or looking for work.
- Six out of every ten women age 16 and over were labor force participants in 1999. Women age 35-44 had the highest labor participation rate in 1999.
- Women's share of the labor force reached 46 percent in 1994 and has remained at this level. By 2008, women are projected to comprise 48 percent of the labor force.

- Educational attainment is a reliable predictor of labor force participation. The higher the level of education, the more likely the person is to be in the labor force.
- There were 62 million working women in 1999—75 percent (46 million) were employed full time, while 25 percent (16 million) worked part time.
- The largest share of employed women worked in technical, sales, and administrative support occupations.
- More women work as teachers, (excluding post secondary); secretaries; managers and administrators, not elsewhere cited; and cashiers than any other areas of work. Nearly one out of every five employed women worked in one of these occupations.
- Many women choose the armed forces as an employer. There were 195,033 women in the active duty military as of February 29, 2000—14.4 percent of the military.
- Occupations with the highest 1999 median weekly earnings for women were: pharmacists, \$1,105; lawyers, \$974; electrical and electronic engineers, \$956; computer systems analysts and scientists, \$907; teachers, colleges and universities, \$859; and physical therapists, \$808 (Note: This is based on occupations with at least 50,000 employed women). (25:1)

During the last decade of the twentieth century, more than 40,000 women served in Operations Desert Shield and Desert Storm. "The Marine Corps awarded twenty-three women the Combat Action Ribbon for service in the Persian Gulf because they were engaged by Iraqi troops." Despite being in a "noncombatant" status, 2 Army women were taken prisoner and 13 American service women were killed, five from hostile fire, during Operation Desert Storm. (20:4)

Many fields remained closed to women until October of 1994 when the Defense Department issued a policy that rescinded the "risk rule." The new policy stated that no job would be closed to women because of its danger. (21:1-2) "Today, the only positions not open to women are those that involve direct ground combat. More than 80 percent of all occupations and over 90 percent of all career fields are open to military men and women." (3:3)

Government civilian employment was an avenue which women pursued during the last decade as it afforded the opportunity to close the gender wage gap experienced by non-civil service workers. Between 1995 and 2000, the female workforce in the government remained at 38 percent of the Department of Defense (DoD) civilian workforce, with an 11 percent rise in the number of DoD civilian female new hires. Civilian females accounted for 46 percent of all new hires in Fiscal Year 2000. (3:5)

Additionally, female average grades in DoD rose from GS-7.7 to GS-8.2. (3:7) "The female total GS-15 and Senior Executive Service population increased by 14 percent. (3:8) The rise in education levels, a rise of 2.9 points from 1995 to 2000 to 26.3 percent of DoD female employees with a bachelor's degree or above, is probably at least partially responsible for the increase in average grades and percentage of upper management. (3:10) Forty-four percent of the Women in DoD are in professional and technical occupations with one-fifth of those in leadership positions (GS-12 and above). (3:15)

Summary

Women started out on an equal footing with men, literally speaking, in prehistoric times; however, through the ages, the equality was lost, regained, experienced setbacks, and moved forward through the efforts of many individuals like the ones depicted in this pamphlet. The purpose of this pamphlet is to assure that the struggles, successes, and sacrifices of the past are not forgotten, that they are remembered and built upon.

Virginia Penny made the following statement in 1869: Though spoken more than 130 years ago, her statement is applicable to today. For if women are to attain equality, they must prepare themselves for the opportunities which open to them and, once gained, maintain their positions through competence and dedication.

Women of talent should not be content to occupy merely subordinate departments of labor, nor devote their time and talents to executing only mechanical drudgery. Let them qualify themselves for superior work, then take such a position as their abilities will command, and with dignity and firmness, maintain that position. (7:210)

By applying this to today, one could substitute the first word with "People." History has shown that when one group dominates and suppresses another, at some point, a rebellion of the oppressed will occur. This happens with nations, cultures, and even genders. The challenge for women today is to achieve equality without moving into or appearing to try to move into the realm of superiority, domination, or favoritism.

"Let them qualify themselves for superior work, then take such a position as their abilities will command." If jobs and pay were awarded on the basis of talents, education, experience, and ability to perform the job, wouldn't this resolve many of the controversies of today between races and genders? If women are to attain and retain equal status with men, they must have earned the right through determination and hard work, no more or less than their male counterparts.

"With dignity and firmness, maintain that position" could apply to the situation that once one has achieved the pinnacle of his/her success, the individual should continue to perform to his/her capability.

To push for more than one deserves at the expense of another, whether that be another individual or group of people, causes discontent, retribution, and turmoil. The result is obvious from the historical data presented. As long as one group attempts to dominate another, the pendulum of power will continue to swing, with neither group benefiting from the gains when surely the losses will follow.

Equality, the state of having the same rights, privileges, ability, rank, and power, has yet to be achieved by women. But, tremendous progress has been made thanks to the courageous, dedicated, self-sacrificing women and men and of years past. The women and men of today and generations to come must know of the past accomplishments and failures in order to understand the direction they must take and the pitfalls they must avoid to achieve the goals of today and tomorrow.

Elizabeth Cady Stanton's dream of true equality for women and challenge for its achievement was depicted in her speech to the International Council of Women in 1888:

We...feel a peculiar tenderness for the young women on whose shoulders we are about to leave our burdens. Although we have opened a pathway to the promised land and cleared up much of the underbrush of false sentiment, logic and rhetoric intertwined with law and custom, which blocked all avenues in starting, yet there are still many obstacles to be encountered before the rough journey is ended. The younger women are starting with great advantages over us. They have the results of our experience; they have superior opportunities for education; they will find a more enlightened public sentiment for discussion; they will have more courage to take the rights which belong to them. Hence we may look to them for speedy conquests. When we think of the vantage-ground woman holds today, in spite of all the artificial obstacles placed in her way, we are filled with wonder as to what the future mothers of the race will be when free to have complete development.

Thus far women have been the mere echoes of men. Our laws and constitutions, our creeds and codes, and the customs of social life are all of masculine origin. The true woman is as yet a dream of the future.
(7:150-151)

Let us each dedicate ourselves to the 2001 theme, "To tell the stories so that every generation will know" and benefit from that knowledge.

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paper to give an accurate historical rendition “So that Every Generation will Know the Stories” and have an understanding of the need to continue progress down the path of equality while being ever wary of the tendency to swing the pendulum so far in one direction that a backlash will surely follow.

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