



# Women's HISTORY MONTH

## TOOL KIT FOR EMPLOYEES

**1701** The first sexually integrated jury hears cases in Albany, New York.

**1789** United States Constitution ratified. The terms "persons," "people" and "electors" are used, allowing the interpretation of those beings to include men and women.

**1839** The first state (Mississippi) grants women the right to hold property in their own name, with their husbands' permission.

**1843** 1843 Sojourner Truth became well known as a Christian Abolitionist and Woman's Right Advocate.

**1869** The first woman suffrage law in the U.S. is passed in the territory of Wyoming.

**1870** The 15th Amendment receives final ratification, saying, "The right of citizens of the United States to vote shall not be denied or abridged by the United States or by any State on account of race, color, or previous condition of servitude."

**1872** Susan B. Anthony is arrested for trying to vote.

**1879** Through special Congressional legislation, Belva Lockwood becomes first woman admitted to try a case before the Supreme Court.

**1890** The first state (Wyoming) grants women the right to vote in all elections.

**1916** Margaret Sanger tests the validity of New York's anti-contraception law by establishing a clinic in Brooklyn.

**1920** The Nineteenth Amendment to the U.S. Constitution is ratified, giving women the right to vote.

**1937** The U.S. Supreme Court upholds Washington state's minimum wage laws for women.

**1938** The Fair Labor Standards Act establishes minimum wage without regard to sex.

**1963** The Equal Pay Act is passed by Congress, promising equitable wages for the same work, regardless of the race, color, religion, national origin or sex of the worker.

**1964** Title VII of the Civil Rights Act passes, including a prohibition against employment discrimination on the basis of race, color, religion, national origin, or sex.

**1972** Shirley Chisholm became the first black candidate for a major party's nomination for President of the United States, and the first woman to run for the Democratic Party's presidential nomination.

**1973** In Roe v. Wade, the Supreme Court declares that the Constitution protects women's right to terminate an early pregnancy, thus making abortion legal in the U.S.

**1975** Taylor v. Louisiana, denies states the right to exclude women from juries.

**1978** The Pregnancy Discrimination Act bans employment discrimination against pregnant women.

**1984** The U.S. Supreme Court forbids sex discrimination in membership policies of organizations such as the Jaycees.

**1987** Congress declares March as National Women's History Month.

**1990** Dr. Antonio Novello becomes first woman and first Latino U.S. Surgeon General.



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**1993** The Family and Medical Leave Act goes into effect.

**1994** Congress adopts the Gender Equity in Education Act to train teachers in gender equity, promote math and science learning by girls, counsel pregnant teens, and prevent sexual harassment.

**1994** The Violence Against Women Act funds services for victims of rape and domestic violence, allows women to seek civil rights remedies for gender-related crimes, provides training to increase police and court officials' sensitivity and a national 24-hour hotline for battered women.

**1997** Tarana Burke sat across from a 13-year-old girl who had been sexually abused. The young girl was explaining her experience, and it left Ms. Burke speechless. That moment is where the "Me Too" campaign was born.

**1998** The U.S. Supreme Court rules that employers are liable for workplace sexual harassment.

**2001** Secretary of Labor Elaine Chao becomes first woman Speaker of the House.

**2005** Hillary Clinton becomes the first woman to be elected to public office as a U.S. Senator from New York. Condoleezza Rice becomes the first black female Secretary of State.

**2007** Nancy Pelosi becomes the first female speaker of the House.

**2008** Hillary Clinton is the only First woman to run for President.

**2009** Sonia Sotomayor is nominated as the 111th U.S. Supreme Court Justice. Sotomayor becomes the first Hispanic American and the third woman to serve.



1997



2016



2009



2014



2010



2017

**2009** President Obama signs the Lily Ledbetter Fair Pay Restoration Act, which allows victims, usually women, of pay discrimination to file a complaint with the government against their employer within 180 days of their last paycheck.

**2010** The Affordable Health Care Act is signed into law. Under this law, private health insurance companies must provide birth control without co-pays or deductibles. The law requires private insurance companies to cover preventive services.

**2010** Elena Kagan is confirmed to the Supreme Court of the United States; Kagan is the fourth female to serve on the Supreme Court.

**2014** Mary Barra becomes first woman CEO of General Motors.

**2016** Black abolitionist leader Harriet Tubman to appear on the front of the \$20 bill, relocating the slaveholding former president Andrew Jackson to its rear.

Hillary Clinton becomes the first woman Presidential nominee for a major political party.

**2017** Nearly 500,000 activists participated in the Women's March on Washington to protest for women's rights.

#metoo became a way for social media users to tell their experience with sexual violence and stand in solidarity with other survivors. The hashtag was shared in more than 12 million posts and reactions in the first 24 hours.

**2018** The second annual Women's March is held. More than 300 rallies occurred in all 50 states.

Source: National Women's History Month Project, U.S. Census Bureau, Associated Press

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