

The History of Gender Equity: A Timeline-July 05

by Barbara A. Bitters, Wisconsin ©

Introduction

Each year at the AGELE Conference, a session entitled "Orientation to AGELE and the Sex Equity Profession" is offered. This document is distributed and discussed as a part of that session. It was originally prepared on July 17, 1989. While it has been updated from time to time, it remains a draft, and the author would be grateful for any additions or suggestions. She can be reached at the following address: Barbara A. Bitters, Wisconsin Department of Public Instruction, P.O. Box 7841, Madison, WI 53707-7841. or Barbar.bitters@dpi.state.wi.us

Information was collected in a variety of ways. Past issues of On Campus with Women, Peer Perspectives, Equal Education Alert, NCSEE News and other newsletters were reviewed. (Note: Since a primary source document was organization newsletters -- the role of those organizations may appear greater than it actually was, as other organizations and individuals were not creating a written record.) In addition, I had conversations with Margaret Dunkle of the Equality Center. This draft document was sent to several sex equity leaders for contributions based on memory and experience. Thank you to Margaret Dunkle, Melissa Keyes, Sue Klein, Eleanor Linn, Shirley McCune, and Linda Shevitz.

The document is organized by year, including the laws and cases; people and organizations; ideas and events that occurred that year.

1961

LAWS AND CASES:

PEOPLE AND ORGANIZATIONS:

IDEAS:

EVENTS: President's Commission on the Status of Women-- Eleanor Roosevelt is chair, appointed by John F. Kennedy

1963

LAWS AND CASES: Equal Pay Act of 1963
Vocational Education Act of 1963.

PEOPLE AND ORGANIZATIONS: NOW founded

IDEAS:

EVENTS: The Feminine Mystique by Betty Friedan published.

1964

LAWS AND CASES: Civil Rights Act of 1964:
Congresswoman Martha Griffith adds sex to the discussion, but it is not included at this point; Title IV set in place a network of regional Desegregation Assistance Centers,

Desegregation Training Institutes, State Education Agency Desegregation Projects, and local district projects.

PEOPLE AND ORGANIZATIONS:

IDEAS:

EVENTS:

1965

LAWS AND CASES: Elementary and Secondary Education Act of 1965.

1968

LAWS AND CASES: Vocational Education Amendments of 1968

PEOPLE AND ORGANIZATIONS:

IDEAS:

EVENTS:

1969

LAWS AND CASES:

PEOPLE AND ORGANIZATIONS: Boston women's health collective publishes Our Bodies, Ourselves

IDEAS:

EVENTS: President Nixon forms Task Force on Women's Rights and Responsibilities

1970

LAWS AND CASES: WEAL complaints filed by Bernice Sandler using Executive Order 11246 to claim sex discrimination in federal contracting. The Adams case is filed. Federal contract withheld from University of Michigan on basis of discrimination in employment and admissions (Jean King and Elizabeth Douvan filed suit with group called FOCUS).

PEOPLE AND ORGANIZATIONS: Bernice Sandler with WEAL.

IDEAS: Emphasis on higher education and employment.

EVENTS: U.S. House of Representatives, Hearings Before the House Special Subcommittee on Education, Committee on Education and Labor on Discrimination Against Women, 91st Congress, 2nd session, Washington D.C. June and July 1970. Representative Edith Green (D. Oregon). First congressional hearings ever on sex discrimination in education. Edith Green chaired Subcommittee on post-secondary education of Education and Labor Committee. Bernice Sandler was staff person. Testimony for K-12 focused on textbooks and counseling.

1971

LAWS AND CASES: Title VII and VIII of the Public Health Service Act were amended regarding admissions to medical and health training schools. Precursor to Title IX.
PEOPLE AND ORGANIZATIONS: Project on the Status and Education of Women formed at AAC. Dr. Bernice Sandler.

IDEAS:

EVENTS: DHEW establishes Women's Action Program (WAP) to identify discrimination against women as employees and clients. Arlene Horowitz, Dr. Bernice Sandler (a leader of WEAL) and 5 other women representing AAUW, DOL Women's Bureau, Interstate Association of Commissions for Women, General Service Administrations Equal Employment Opportunity Office and the National Women's Political Caucus formed the Project on Equality in Education. Worked under the aegis of WEAL. Purpose to draft what would eventually become WEEA. First drafts are called the "Women's Studies Act". The USOE said WEEA was not needed because these programs could be funded under existing legislation. In 1971 there were 5 different bills proposed to ban sex discrimination in education. (Green, Nixon Administration, Bayh, McGovern, Brademas). HEW gives first women's studies grant to higher education; NEA receives first HEW grant to identify forms of sex stereotyping in K-12 education.

1972

LAWS AND CASES: Title IX of the Education

Amendments of 1972; adds sex to Title IV, too; passed in the Senate May 22, the House June 8, signed by President Nixon on June 23, and took effect July 1. In July DHEW OCR began to implement Title IX. An August memo to colleges and universities and a November memo to chief state school officers and local school districts offered no guidance beyond the language of the law. OCR circulated a first draft of regulations based on Title VI in November. Met with over 50 organizations August-November. White House wanted more specific regulations. Note the players: John Tower, Weinberger. In October 1974 draft regulation in federal register. DHEW received 10,000 comments! April 18: Patsy Mink introduces the WEAL groups "Women's Education Act" as presented to her without many changes. It died in committee.

Major provisions of these amendments create the E in HEW and sub-units and programs within it (e.g. NIE, BOAE, OIE,)

PEOPLE AND ORGANIZATIONS: November: Report (140 pages) "A Look at Women in Education: Issues and Answers for HEW" from the U.S. Commissioner of Education Women's Education Task Force (made up of USOE employees). Task force met for the first time in May. Holly Knox was the director of the Women's Education Task Force.

IDEAS: Although much early sex equity research identified sex bias in instructional materials, this was omitted from Title IX to avoid federal censorship.

EVENTS: Ford Foundation funds NEA for Resource Center on Sex Equity to work with sex equity issues in K-12. Phi Delta Kappa admits first women members.

1973

LAWS AND CASES: The Cohen vs. Chesterfield County Maternity Leave Case decided by the U.S. Supreme Court after 3 years of litigation. The first drafts of the Title IX regulation started to be leaked from OCR.

PEOPLE AND ORGANIZATIONS: June: the U.S. Commissioner of Education approves a 72 page implementation plan to address the Women's Education Task Force Report and the 33 recommendations. National Institutes of Education-Women's Research Program as part of the Educational Equity Group established. ACE Office of Women formed, Nancy Schlossberg hired to head it. Focus was on the development of women administrators.

IDEAS: Lucy Sells does her "critical" filter study, showing participation in mathematics is a key part of sex segregation of the work force.

EVENTS: January 3: Congresswoman Patsy Mink re-introduces H.R. 208 and Senator Walter Mondale introduces S. 2518 to create the Women's Educational Equity Act. Public Hearings are held in the summer and fall. Sexism in School and Society by Myra Sadker and Nancy Frazier published.

1974

LAWS AND CASES: Equal Educational Opportunities Act of 1974. August: Women's Educational Equity Act authorizes funds for the development of model educational projects; established the National Advisory Council on Women's Educational Programs (NACWEP)-17 members appointed by the President and confirmed by the Senate-3 ex-officio members including the Chair of the U.S. Civil Rights Commission, Director of the Women's Bureau DOL and Director of Women's Action Programs-HEW. Draft Title IX regulations were published for comment.

PEOPLE AND ORGANIZATIONS: Project on Equal Education Rights (PEER) a project of the NOW LDEF created in 1974 focuses on K-12 education to monitor federal laws and mobilize supporters. January: a small office in USOE created: The Women's Program Staff. An Education Task Force begins to meet which later became the National Coalition for Women and Girls in Education--Margaret Dunkle is first chair of NCWGE. The Project on the Status of Women has a 15,000 member mailing list for their newsletter On Campus with Women.

IDEAS: First Math for Girls classes held at UC Berkeley.

EVENTS: And Jill Came Tumbling After: Sexism In American Education edited by Judith Stacey, Susan Bereaud and Joan Daniels published. PSEW published "What Constitutes Equality for Women in Sport?" by Margaret Dunkle.

1975

LAWS AND CASES: Final regulations issued for Title IX on June 4. The Age Discrimination Act of 1975. President Ford signs the Title IX athletics regulations and submits them

for congressional review (pursuant to Section 431(d)(1) of the General Education Provisions Act).

Indian Self-Determination and Education Assistance Act.
Education For All Handicapped Children Act.

PEOPLE AND ORGANIZATIONS: The National Advisory Council on Women's Educational Programs is appointed. Bernice Sandler first chair. First meeting in June. Joy Simonson is the Executive Director for NACWEP. Dr. Joan Duvall is the first director of the Women's Program Staff at the Office of Education. First WEEA grants are awarded.

IDEAS: NIE report "Issues of Sex Bias and Sex Fairness in Career Interest Measurement," Esther Daniels, editor. A survey of research concerns on women's issues, by Arlene Kaplan Daniels for AAC.

EVENTS: WEEAP contract with American Institutes for Research for "Process Evaluation and Pre-Post Measurement Instrument Development." WEEAP contract for Title IX implementation materials published by Resource Center on Sex Equity. USOE report, "Challenging Sex Discrimination through Organizational Reform" by Holly Knox and Mary Ann Millsap. International Women's Year.

1976

LAWS AND CASES: Sex Equity Provisions of the Vocational Education Act passed. Many of these provisions were developed by Dr. Joanne M. Stieger who was working for NACVE.

PEOPLE AND ORGANIZATIONS: First Annual Report by NACWEP; WEEA Dissemination Center established at Education Development Center. EDC works with the Wellesley Center for Research on Women. The Lawyers Committee for Civil Rights Under the Law hires Cindy Brown who becomes one of the architects of the 1976 Vocational Education Amendments. The NCWGE was the vehicle for securing sex equity and women's program language in the VEA.

IDEAS: NACWEP highlights special concerns of minority women, rural women sex discrimination in employment and sports. NIE sponsored conferences on the needs of minority women (published proceedings in 1978).

EVENTS:

1977

LAWS AND CASES: Regulations for the VEA issued on October 3 contain definitions for sex role stereotyping, sex bias and sex discrimination, plus clarification of the sex equity coordinator functions; provision of programs for displaced homemakers, people who wish to train for NTO and people who work part-time who want full-time work; and the establishment of the Vocational Education Data System (VEDS). Career Incentive Education Act of 1977-Section 3 requires assistance to educational agencies and institutions in eliminating sex bias and stereotyping in career education

programs and promoting equal opportunity in student's career choices. NCWGE the vehicle for achieving this legislation.

PEOPLE AND ORGANIZATIONS: October: the Women's Educational Equity Act Communications Network (WEECN) established by contract under WEEA. There are 276 Women's Studies Programs on college and university campuses in the United States.

IDEAS:

EVENTS: First training of Voc Ed Sex Equity Coordinators held in New Jersey. NIE supported the development of "Freestyle," a career awareness TV program to counteract stereotyping (contract was let in 1976); NIE published

Women and Mathematics: Research Perspectives for Change, Lynn Fox, Elizabeth Fennema and Julia Sherman. Sexism and Language by Aleen P. Nilsen, National Council of Teachers of English. NIE gave grants for research on women and mathematics under the Education and Work Program.

1978

LAWS AND CASES: WEEA reauthorized as Title IX, Part C of the Elementary and Secondary Education Act.

Authorized at \$80 million-two tiered program-first \$15 million to projects of national, general, or statewide significance. Created funding priorities for the first time. CETA reauthorization-prohibits sex discrimination under CETA and requires specific services for displaced homemakers, single parents and women. July 21: the three year adjustment period for colleges and universities to bring their sports program into compliance with Title IX ends. HEW issues proposed policy "Title IX and Intercollegiate Athletics" for notice and comment. **July 21, 1978**-Deadline for high schools and colleges to comply with Title IX athletics requirements.

PEOPLE AND ORGANIZATIONS: Resource Center on Sex Equity at CCSSO. Dr. Shirley McCune and Marty Matthews are Director and Associate Director. SPRINT is formed -- a national clearinghouse on women and sports. Fall: AERA institutes a new award "Research on Women in Education" to encourage the production and dissemination of research on women and education. NIE supported a Minorities and Women's grants program, until 1982.

IDEAS: Sexual harassment of students becomes a visible concern -- NACWEP commissions a legal memorandum.

EVENTS: WEEAP contract with CCSSO to provide Technical Assistance in Title IX Implementation for SEA's and LEA's. Shirley McCune and Marty Matthews and 30 lbs of paper/participant go all over the country. WEEAP contract with Far West Laboratory to conduct proposal writing workshops. WEEAP five contracts for national demonstrations of educational equity for women. NACWEP study/publication "The Unenforced Law: Title IX Activity by Federal Agencies other than HEW." Title IV funded projects were changed from a general focus to separate race, sex and national origin desegregation; Vocational Education Equity

Study conducted by AIR released. Overcoming Math Anxiety by Sheila Tobias is published. NIE funded grants on "Barriers to Women's Educational Equity" under the 1978 Educational Equity Research Grants Program. PEER published "Cracking the Glass Slipper: PEER's Guide to Ending Sex Bias in Your Schools" and "Stalled at the Start: Government Action on Sex Bias in the Schools." NIE published "Sex-Fair Interest measurement: Research and Implications" by Carol Kehr and Donald Zytowski. Math/Science Network receives Carnegie Corporation money to disseminate Expanding Your Horizons nationally.

1979

LAWS AND CASES: December 11, 1979-HEW issues final policy interpretation on "Title IX and Intercollegiate Athletics." Rather than relying exclusively on a presumption of compliance standard, the final policy focuses on each institution's obligation to provide equal opportunity and details the factors to be considered in assessing actual compliance (Participation requirements are currently referred to as the "3-Prong-Test").

.OCR Guidelines in Vocational Education issued. May 14: Cannon vs. University of Chicago (6-3). An individual may file suit in federal court for redress of sex discrimination without exhausting administrative procedures through HEW. First Title IX sexual harassment complaint/case is dismissed in Price vs. Yale.

PEOPLE AND ORGANIZATIONS: November: Dr. Shirley McCune becomes Deputy Assistant Secretary for Equal Educational Opportunity Programs at ED. U.S. Commission on Civil Rights published Fair Textbooks: A Resource Guide. Cindy Brown is Assistant Secretary for Civil Rights.

IDEAS:

EVENTS:

NCSEE HISTORY: State equity leaders meet for CCSO seminar. NCSEE Workshop: November 2-4, "Setting Directions" Vail Colorado. Thirty-five people met to create a structure for NCSEE.

1980

LAWS AND CASES: December 12: President Carter signs into law the Science and Technology Equal Opportunities Act to fund National Science Foundation programs to assist women scientists. 32 Race Desegregation, 27 Sex Desegregation and 24 National Origin Desegregation SEA projects are funded and operating. EEOC issues proposed guidelines on sexual harassment on March 11.

PEOPLE AND ORGANIZATIONS: WEECN publishes a Directory of Organizations Working for Women's Educational Equity. NIE published "Sex Equity in Education: NIE-Sponsored Projects and Publications," compiled by Susan Klein (107 ongoing projects). NIE issues an RFP for two major studies on sex equity in classroom interactions.

Department of Education is established and given oversight of Title IX through the Office for Civil Rights (OCR).

IDEAS: What will happen to equity with a conservative administration dedicated to eliminating the federal Department of Education and reducing civil rights scope and enforcement?

EVENTS: May: the first National Leadership Development Conference for Vocational Sex Equity Coordinators (NLDC) is held in Maryland to support the boycott of non-ERA states. World Conference on the United Nations Decade for Women--Education is one of three themes of this conference. U.S. Department of Education is created -- Shirley Hufstедler is first Secretary. June 1978--NACVE-NACWEP joint task force on sex equity report "Vocational Education Sex Equity Coordinators' survey results."

NCSEE HISTORY: First National Conference, Santa Cruz, CA July 26-29: "Sex Equity In the 80's: Programming, Evaluating, and Educating For Change." Betty Schmitz and Dolores Grayson are conference co-chairs. 170 sex equity professionals from 39 states attend. Barb Landers was selected as chair of NCSEE, a position she would hold for three years.

1981

LAWS AND CASES: August 31: OCR issues policy defining sexual harassment under Title IX. November: WEEA and Title IV escape consolidation into Education Block Grants, however budget ceilings were slashed to 6M for WEEA and 37M for Title IV. November 30: O'Connor vs. Board of Education of School District #23 -- Supreme Court rules that school boards may maintain separate but equal athletic teams for boys and girls in contact sports. Karen O'Connor, a 12 year old girl, lost her appeal to play on the boys basketball team. Orin Hatch introduces s. 1361 -- it would drastically reduce the scope of Title IX coverage. Washington County vs. Gunther opens way to comparable worth. Jobs of similar type rather than jobs exactly the same can be compared.

PEOPLE AND ORGANIZATIONS: CCSO convenes National Task Force on State Efforts to Achieve Sex Equity Education on February 5. May: first issue of CONCERNS, the newsletter of the CCSO Resource Center on Sex Equity. NACWEP releases study "Title IX: The Half Full, Half Empty Glass," reports progress made on a national basis in implementing Title IX. "Sex Equity in Education: NIE-Sponsored Projects and publications" (89 ongoing projects), by Susan Klein and Veronica Thomas.

IDEAS: Focus on state equity legislation and policies.

EVENTS: Ten Regional training sessions for SEA staff on how to fulfill their responsibilities under the OCR Guidelines in Vocational Education. The NIE Women's Research Team was dissolved. Equal Their Chances published, by Shapiro, Kramer, Hunerberg. American Historical Association publishes Gerda Lerner's Guidelines for Women's History.

NCSEE HISTORY: Conference: Snowmass, Colorado, July 25-29. "The Future of Equity..." Perspectives Papers were issued following the conference. Molly Murphy MacGregor and "Jay" Jeanette Goins were conference co-chairs.

1982

LAWS AND CASES: April 23: WEEA Director Leslie Wolfe is ousted by the Reagan administration -- a new slate of readers was selected to read the WEEA applications. This action followed an April Conservative Digest article that characterized the WEEA Program as a "money machine for a network of openly radical feminist groups"...Dr. Wolfe is described as a "monarch in the feudal Washington bureaucracy" and called for her "swift dethronement." May 17: Supreme Court rules in North Haven vs. Bell (6-3) that Title IX protects employees as well as students. ED had not been enforcing Title IX employment complaints since July of 1979.

June 23: Title IX is Ten Years Old!!!!!!

Vocational Education Act extended through 1984 by the 1981 Reconciliation Act. Bills are introduced and debated that will eventually result in JTPA. July 19 and 20th the new NACWEP fires Joy Simonson, Executive Director since 1975. Simonson was replaced by an Eagle Forum member -- Rosemary Thompson. September: NCWGE announces the formation of a shadow National Advisory Council On Women's Educational Programs because of the administrations unprecedented attacks. November: WEEA Hearings are scheduled in the House because of charges of political abuse and mismanagement.

PEOPLE AND ORGANIZATIONS: NCAA forced AIAW to dissolve. CCSSO publishes Title IX and the Achievement of Equal Educational Opportunities: A Legal Handbook, written by Charles Guerrier, Director of the Women's Law Fund. Project Aware, funded by the Ford Foundation and coordinated by the American Association of School Administrators has five regional centers. Massachusetts Department of Education publishes "Who's Hurt and Who's Liable: Sexual Harassment in Massachusetts Schools." The NIE Minorities and Women's Program was dissolved.

IDEAS: Discussion in Concerns and elsewhere about the need for equity specialists to cooperate across race, sex, disability and national origin. Concern about women in educational administration.

EVENTS: NLDC for Vocational Sex Equity Coordinators held May 12-14, Washington, D.C. April 24-30: Wisconsin celebrates ten years of Title IX.

NCSEE HISTORY: Conference: Louisville, Kentucky, August 5-8. "Equity...Through the Looking Glass" -- 29 states and DC attend. Conference co-chairs: Moire Coleman and Patsy Caswell.

1983

LAWS AND CASES: U.S. District Judge "freezes" Title IV and WEEA dollars because the federal government did not meet its obligation to Chicago desegregation efforts -- crisis from June until November 21st. November 29: the Supreme Court heard arguments on Grove City vs. Bell. U.S. Justice Department leads attack on Title IX coverage. Hearings on ERA II begin July 13.

PEOPLE AND ORGANIZATIONS: September: Holly Knox leaves PEER. Leslie Wolfe new Director of PEER.

IDEAS: Sex Equity and Special Education/Disabled Women. Concern regarding pregnant and parenting teens, math and science equity. Marlaine Lockheed (ETS) study girls and computers.

EVENTS: "A Nation At Risk" is published-ignores the existence of girls and women or sex equity issues, although it mentions race, class, or economic status. Equality Center and CCSSO regional conference on pregnant and parenting teens.

NCSEE HISTORY: Conference: Brunswick, Maine, July 24-27. "Dimensions of Equity: Past, Present, and Future." Conference co-chairs: Jane Riley and Leslie Hergert. Discussion centers on comprehensive equity.

1984

LAWS AND CASES: Carl D. Perkins Vocational Education Act of 1984 provides for continuation of the Sex Equity Coordinator/Administrator role and functions and provides two set-asides for sex equity (3.5%) and single parent and homemaker programs (8.5%). Requirement for VEDS is dropped, making national data impossible to get. February 28: the Supreme Court issues decision in Grove City College vs. Bell. Institution-wide coverage ceases to be the standard and program specific coverage is instituted. Immediate response-Civil Rights Restoration Act of 1984. The Leadership Conference on Civil Rights takes the lead to secure passage. October 19: the new (as a part of ESEA) Women's Educational Equity Act signed by the President.

PEOPLE AND ORGANIZATIONS: CCSSO Resource Center on Sex Equity to expand to cover race, national origin and disability issues. As of July 1: CCSSO Resource Center on Educational Equity. NACWEP Director, Rosemary Thompson resigns and is replaced by Patricia Ann Jensen.

IDEAS: Tech-equity; Computer Equity

EVENTS:

NCSEE HISTORY: Conference: Portland, Oregon, July 7-11. "Equity is the Key to Excellence." Co-chairs: Pat Ruzicka, Joy Wallace. Preconference workshop on Equity in Computer Technology,. Senator Robert Packwood speaks on "The Federal Role in Education." Ray Rose speaks on "The Struggle for Sex and Race Equity."

1985

LAWS AND CASES: "Student Rights in Research, Experimental Programs, and Testing" also known as the

Hatch Amendment may make it more difficult to conduct sex equity programs in the schools. October 28: legal opinion issued by ED in Pickens County School District blocks OCR's attempt to end the LEA's policy of maintaining same sex physical education classes. (used Grove City and said that Physical Education does not receive specific federal funds.) December 30: OCR memorandum from Harry Singleton to Regional OCR offices states that a districts receipt of Chapter 2 block grant funds does not trigger institution wide coverage in elementary and secondary schools.

PEOPLE AND ORGANIZATIONS: Dr. Susan Bailey leaves the CCSSO Resource Center and is named the Director of the Wellesley College Center for Research on Women. Cindy Brown becomes new Director of the CCSSO Resource Center on Educational Equity.

IDEAS:

EVENTS: Handbook For Achieving Sex Equity Through Education published. ed. Sue Klein. First annual CCSSO conference for SEA equity personnel.

NCSEE HISTORY: Conference: Williams Bay, Wisconsin, July 21-26. "Equity: Meeting the Challenge of Today." Co-chairs: Barbara Bitters and Eleanor Linn. Conference featured a play about racism, "Just Remember My Name." Barb Landers Memorial Fund. Jane Riley honored with a lifetime membership to NCSEE.

1986

LAWS AND CASES:

PEOPLE AND ORGANIZATIONS: PEER establishes new awards "Golden Gazelles" to recognize "our heroes" and to accompany the Silver Snail Awards.

IDEAS: Sex Equity and drop-outs and other at risk students.

EVENTS: TIP (Theory Into Practice) issue on sex equity and education published and contained synthesis articles on topics not well covered in 1985 Handbook...

NCSEE HISTORY: Conference: Washington, D.C., July 21-24. "Empowering Equity Advocates: A National Perspective." Conference chairs: Linda Shevitz, Joyce Kaser and Jannie John. Congresswoman Pat Schroeder delivers the keynote address. Over 200 participants from 42 states, Washington, DC, Puerto Rico and London attend. A reception on Capitol Hill, networking meetings with representatives of national equity organizations, a myth and reality panel, and a benefit concert for the Barb Landers Fund by Sweet Honey in the Rock are highlights. NCSEE joins the National Coalition for Women and Girls in Education.

1987

LAWS AND CASES: Title IV regulations change from separate grant awards to one grant award for race, sex, and national origin desegregation. DACs would compete for a 36 month award. The 17 year old Adams case now known as

Adams vs. Bennett was dismissed. The case was about forcing the federal government to enforce civil rights laws.

PEOPLE AND ORGANIZATIONS:

IDEAS: AIDS Prevention; At-Risk Youth

EVENTS:

NCSEE HISTORY: Conference: Honolulu, Hawaii, July 20-24. "Envisioning Equity in the 21st Century: A Global Perspective." Patsy Mink, an original sponsor of Title IX keynotes; many Pacific Rim activists and Native Hawaiians participate and add a multicultural flavor to the event. Conference chairs: Jackie Young, Gene Lidell, Sheila Hawkins, Clarise Mason. 180 participants. NCSEE becomes a 501(c)(3) and publishes a NCSEE Members' Consultant Resource Directory.

1988

LAWS AND CASES: Civil Rights Restoration Act of 1987 passed the Senate on January 28, and the House on February 25 and enacted on March 22, 1988 over the veto of President Ronald Reagan. This act, culmination of four years of hard work to pass it, reverses Grove City, restoring Title IX's institution-wide coverage. If any program or activity in an educational institution receives federal funds, all of the institution's programs and activities must comply with Title IX.

April: Congress passed legislation which extends WEEA to 1993 and revises it. The Act eliminates the National Advisory Council On Women's Education Programs.

PEOPLE AND ORGANIZATIONS:

IDEAS: Child care; welfare reform

EVENTS:

NCSEE HISTORY: Conference: Indianapolis, Indiana, July 11-15. "Equity in Education: Changes, Challenges, Choices and Consequences." Long-range planning and mission development are highlighted. NCSEE expands its mission statement to include issues of race, national origin, and disability, while continuing its primary focus on sex equity issues. Conference chairs: Beverly Peoples and Marta Larson.

1989

LAWS AND CASES:

PEOPLE AND ORGANIZATIONS:

IDEAS:

EVENTS: Conference presentations on emerging topic of sex equity and sexuality in education and special issue of Peabody Journal. Carnegie Corporation funded Women Educators to reprint and disseminate paperback versions of 1985 Sex Equity Handbook and Sadkers' Sex Equity Handbook for Schools. The SAT Gender Gap: "Identifying the Causes," Phyllis Rosser, Center for Women's Policy Studies. "The Need for a Warming Trend" by Margaret Nash and Margaret Dunkle of the Equality Center shows 75% of schools violate Title IX in how they treat pregnant and parenting teens. OCR has 1800 complaints of sex

discrimination in pregnancy coverage in student health insurance plans.

NCSEE HISTORY: Conference: Lowell, Massachusetts, July 17-20. "Unity and Diversity." Conference chairs Nan Stein and Fran Kolb. Emphasis on diversity within sex equity and strategies for making change.

1990

LAWS AND CASES: September 25: The Carl D. Perkins Vocational and Applied Technology Act became law. It provides for 10.5% set-aside for sex equity, single parents and displaced homemakers (minimums 7% for single parents and displaced homemakers and 3% for sex equity programs). July-Lussier v. Dugger, (#89-3354), ruling of the 11th U.S. Circuit Court of Appeals allows the Civil Rights Restoration Act of 1987 to apply retroactively to the date of the Grove City Decision in 1984. Sharif v. New York Department of Education -- Federal Judge John Walker declared that the SAT is not an accurate measure of high school performance which resulted in New York beginning to use additional criteria to decide scholarship awards.

Americans With Disabilities Act (ADA) of 1990/

PEOPLE AND ORGANIZATIONS: National Association of State Boards of Education and PEER conduct studies on at-risk females. National Alliance for Partnerships in Equity (NAPE) is chartered building upon the work of the Leadership Development Conference activities of the vocational sex equity coordinators.

IDEAS:

EVENTS: Female drop outs -- several national studies, gender and school reform, sexual assault on campus, sexual harassment, sex equity implications of the national education goals, sex-fair school health services, diversity.

NCSEE HISTORY: Conference: Park City, Utah, July 16-20. Diversity and Equity: A Broader Vision for the 21st Century. Conference chairs: Gloria Perez-Jensen and Kathleen Spencer. Birth of the Bold New Plan.

1991

LAWS AND CASES: November-The Civil Rights Act of 1991 becomes law. Adds compensatory and punitive damages for sex discrimination under Title VII of the CRA of 1964 (such damages were previously available for race and national origin discrimination).

PEOPLE AND ORGANIZATIONS: AAUW issues a summary of research Shortchanging Girls, Shortchanging America which acts as a renewed call to action. Educational Testing Service hosts an invitational conference (October 26) on Sex Equity in Educational Opportunity, Achievement and Testing (New York City). The Department of Education issues Women at Thirty-something: Paradoxes of Attainment. The CCSO Resource Center on Educational Equity announces the end of the annual conferences held since 1985.

The National Coalition of Women and Girls in Education develops a resource How does the SAT Score for Women. The Clarence Thomas Confirmation Hearings for the Supreme Court vacancy and Anita Hill's testimony cause sexual harassment concerns to explode.

IDEAS: School to Work transition-Tech Prep, Hate Crimes, Escalating Violence, School Choice, and Multicultural Education.

EVENTS:

NCSEE HISTORY: Conference: San Antonio, Texas, July 15-19. Equity Through Diversity: Foundation for the American Mosaic. Conference chairs: Josephine F. Garza and Alicia Salinas Sosa. Featured a night at the Guadalupe Cultural Arts Center Theatre with actress Ruby Nelda Perez in "A Woman's Work."

1992

HAPPY 20th BIRTHDAY TITLE IX!

LAWS AND CASES: January 26: the first provisions of the Americans With Disabilities Act (ADA) go into effect today. February 26: (Christine) Franklin v. Gwinnett (County Public Schools). Supreme Court decision, a student who has been sexually harassed is entitled under Title IX to seek monetary damages from the institution. Previously, only injunctive relief was available (i.e., the institution would be enjoined from discriminating in the future).

The Higher Education Reauthorization of 1992 requires campuses that participate in the programs of the Act to develop and distribute policies on preventing and dealing with sexual assault.

PEOPLE AND ORGANIZATIONS: February 12: The AAUW Report: How Schools ShortChange Girls, conducted by the Center for Research on Women, is issued. The Center for Research on Women (Susan Bailey) announces the Sexual Harassment in the Schools Project to be directed by Nan Stein. The conservative right launches campaigns against gay and lesbian civil rights.

IDEAS: Issues include: Fairness in Testing, pluralism in equity, detracking, restructuring, and budget cuts in Title IV.

EVENTS: The Center for Women's Policy Studies initiates a campaign to restore WEEA which has been reduced to \$500,000 appropriation and is up for reauthorization in 1993. After 12 years the executive branch is won by the democrats. Many more women ran and were elected to the Senate and the House of Representatives.

NCSEE HISTORY: Conference: Rapid City, South Dakota, July 12-15. Conference chairs: Pat Stewart and Char Madsen-Clark. Kaleidoscope of Perspectives and Cultures. Focus on Native American issues, with a keynote address "Reclaiming Equality for Indigenous Women," by Tillie Black Bear.

1993

LAWS AND CASES:

PEOPLE AND ORGANIZATIONS: June: AAUW issues: Hostile Hallways: The AAUW Survey on Sexual Harassment in Americas Schools. The report dominates the media for several days. The National Coalition for Girls and Women in Education develops the Gender Equity in Education Package which was introduced in the House as HR 1793 (sponsored by Schroeder, Snowe, Kildee, and Mink). Similar legislative components were introduced in the Senate as four separate bills: s.1463-Equity in math and science, elimination of harassment and abuse (Mikulski); s.1464-Revitalizing WEEA and establishing an office of gender equity in the Department of Education (Simon); s.1465-Equity Training for Teachers, prevention for dropouts, pregnant and parenting teens, and R&D on gender equity issues (Harkin); and s. 1468 Equity in college athletic programs (Moseley-Braun). The Gender Equity in Education Act was added in total to the ESEA reauthorization. WEEA funded at \$1.98 million for FY 94. OCR funded at \$56.6 million.

IDEAS:

EVENTS:

NCSEE HISTORY: Conference: Ann Arbor, Michigan, August 1-4. Equity Works! Conference chairs Marta Larson and Trevor Gardner. Featured preconference sessions on the intersection of race and gender equity issues, exploring the role of men in the equity movement, and media and equity mindedness. Keynote addresses by Letty Cottin Pogrebin and Dr. LaBarbara Gragg. Special guest appearance by Rosa Parks.

1994

LAWS AND CASES: On October 20 the Improving Americas Schools Act) of 1994, (Public Law 103-382) (ESEA) was signed by President Clinton, and became law. The Act added a provision to GEPA, section 427, that requires each applicant for assistance (other than an individual person) under Department programs to develop and describe in the grant application, the steps it proposes to take to ensure equitable access to, and equitable participation in, its proposed project for students, teachers, and other program beneficiaries with special needs.

Proposition 187 passes in California in November and seeks to deny services, including education to undocumented immigrants.

Equity in Athletics Disclosure Act (EADA) is passed by congress requiring universities and colleges to make available gender equity information about their athletic programs.

See <http://ope.ed.gov/athletics/>

PEOPLE AND ORGANIZATIONS: OCR promises guidelines on sexual harassment.

IDEAS: Public Schools are under widespread attack from conservative coalitions.

EVENTS:

NCSEE HISTORY: Olympia, Washington, July 17-20. Mirror of the Past, Lighthouse on the Future: Illuminating Equity. Conference chairs: Darcy Lees and C. J. H. Washington. Indepth seminars on student-student sexual harassment, responding to organized opponents of equity and the interface of culture and gender. Keynote speakers were Gene Liddell, Jackie Young, and Terry Tafoya. First Shirley McCune Award given to Shirley McCune.

1995

LAWS AND CASES: Congress calls for drastic cuts in domestic programs. Civil Rights and educational equity programs are in jeopardy. U.S. Department of Education 1996 budget proposes elimination of SEA grant program. WEEA and other IASA programs face cuts up to 100%.

PEOPLE AND ORGANIZATIONS: Sandy Battle was appointed by the U.S. Department of Education to fill the new position of Special Assistant for Gender Equity.

IDEAS: School to Work and gender equity.

EVENTS: August 26 is the 75th anniversary of womens securing suffrage.

NCSEE HISTORY: Boise, Idaho, July 16-19. Building Bridges to Equity: Linking Equity Endeavors. Conference chairs: Barb Eisenbarth and Connie Thorngren. Indepth sessions on women as victim or agent, dynamics of prejudicial behavior, and women of color and gender equity. Keynote speakers were Maria Guajardo and Michael Messne. Featured Jane Curry's theatrical presentation "Nice Girls Don't Sweat."

1996

HAPPY 20TH BIRTHDAY-SEX EQUITY REQUIREMENTS IN THE VOCATIONAL EDUCATION ACT OF 1976

LAWS AND CASES: Title IV SEA grant program eliminated in May. WEEA grants to end in September. July 1: Supreme Court rules that Virginia Military Institute (VMI) must allow girls to enroll after 157 years of male only enrollments. Justice Ruth Bader Ginsburg wrote for the 7-1 majority. January 16, 1996-OCR issues a clarification of the three-part "Effective Accommodation Test" (re athletics) that reiterates the requirements of the policy interpretation that institutions may choose any one of three independent tests to demonstrate that they are effectively accommodating the participation needs of the underrepresented gender.

PEOPLE AND ORGANIZATIONS:

IDEAS: Single sex classes make a comeback

EVENTS:

NCSEE HISTORY: Princeton, New Jersey, July 21-24. Equity in Education: Politics, Practices and Possibilities. Conference chairs: Craig Flood, Delia Garrity, Marilyn A. Hulme and Patricia Mitchell. Featured plenaries on politics, practices and possibilities, keynote speakers Michael

Kimmell and Dr. Sonia Nieto, and a theatrical portrayal of the life of Frederick Douglass by Fred Morsell "Why I Became a Woman's Rights Man."

1997

HAPPY 25TH BIRTHDAY TITLE IX!

LAWS AND CASES: April 21: U.S. Supreme Court upheld an earlier ruling that Brown University illegally discriminated against their female athletes. 03/13/97
OCR issues final guidance on sexual harassment.

<http://www.ed.gov/offices/OCR/docs/sexhar00.html>

PEOPLE AND ORGANIZATIONS: SEA Title IV staff disappear. Gary Orfield of Harvard University warns that American is backsliding toward separate and unequal public education. African American and Latino students are becoming increasingly isolated in inferior schools. The historic progress made by blacks toward integration is slowly eroding...and there is rising segregation of the nation's soaring Hispanic population. Oakland School Board creates national firestorm over ebonics as an educational equity strategy.

Gender Equity Expert Panel sponsored by the Office of Educational Research and Improvement of the US Department of Education is formed.

IDEAS:

EVENTS: A number of news stories, editorials, letters to the editor and some TV sports coverage related to Title IX. States and national groups plan Title IX celebrations. US Ed publishes <http://www.ed.gov/pubs/TitleIX/title.html>
NCSEE HISTORY: Maui, Hawaii, July 20-23, 1997. The American Culture...Diversity and Equity at Its Best

1998

LAWS AND CASES:

PEOPLE AND ORGANIZATIONS: Women Work!-The national network for women's employment celebrates 20 years of advocacy for women.

IDEAS: Higher educational achievement for all students; sexual harassment; education and poverty; education and welfare reform;

EVENTS:

March 5, 1998 was the first annual Myra Sadker Day, to create a national rallying point to promote gender equity. This would have been Myra's 55th birthday. Thank you Myra for continuing to inspire us!

July 16-19, 1998 is the sesquicentennial of the Women's Rights Convention held in Seneca Falls, NY in July 19-29, 1848. Celebrate 150 years of women's rights movements!

NCSEE HISTORY: Kansas City, Missouri, July 12-15, 1998. Making the Equity Connection

1999

LAWS AND CASES:

PEOPLE AND ORGANIZATIONS:

IDEAS:

EVENTS:

NCSEE History: 1999: Duluth, Minnesota

THEME: Bringing Equity and Diversity Into the Next Century

2000

LAWS AND CASES:

PEOPLE AND ORGANIZATIONS:

IDEAS:

EVENTS:

NCSEE History: 2000::Denver Colorado (July 16-18)

THEME:

2001

LAWS AND CASES:

PEOPLE AND ORGANIZATIONS:

IDEAS:

EVENTS:

NCSEE History: 2001 Providence Rhode Island (September 21-23) 22nd annual

THEME: Equity Connections: Theory, Research and Practice

2002

LAWS AND CASES:

The No Child Left Behind Act of 2001 (P.L. 107-110) is passed and sets forth the Bush Administration's school reform agenda.

February 2002 -The National Wrestling Coaches Association, College Gymnastics Association, and the U.S. Track Coaches Association, along with several other groups representing male athletes and alumni of wrestling programs at Bucknell, Marquette, and Yale, filed suit alleging that Title IX regulations and policies are unconstitutional. May 29, 2002 –

The U.S. Department of Justice (DOJ) filed a motion to dismiss on narrow procedural grounds a complaint filed in federal court against the U.S. Department of Education attacking the three-prong test developed for schools to determine their compliance with Title IX in women's athletics programs.

June 27, 2002 -The U.S. Secretary of Education Rod Paige announced the establishment of a Commission on Opportunities in Athletics. The stated purpose of the Commission is "to collect information, analyze issues and obtain broad public input directed at improving the application of current Federal standards for measuring equal opportunity for men and women and boys and girls to participate in athletics under Title IX.

May 8, 2002, The Education Department seeks public input for the next 60 days on just how—or how much—to ease Title IX regulations related to single sex education. The No child Left Behind law requires the department to issue new rules outlining how schools can provide single-sex education without running afoul of federal law.

<http://www.ed.gov/offices/OCR/t9-guidelines-ss.html>

PEOPLE AND ORGANIZATIONS:

National Women's Law Center argues that vocational education steers too many girls into courses that lead to low-paying occupations, rather than into trade and technology tracks, which remain male-dominated and pay better. "[Title](#)

[IX and Equal Opportunity in Vocational and Technical Education: A Promise Still Owed to the Nation's Young Women."](#)

Congress begins work on the reauthorization of the Carl D. Perkins Vocational and Technical Education Act of 1998.

[Title IX at 30: Report Card on Gender Equity - A Report of the National Coalition for Women and Girls in Education \(June 2002\)](#)

IDEAS:

EVENTS: Happy 30th Birthday Title IX

June 13, 2002- National Coalition For Women And Girls In Education issues Title IX At 30: Report Card On Gender Equity

AGELE History: 2002: San Diego, CA (July 10-13) 23rd annual

THEME :Gender Equity Leadership in Education: Honoring Our Past and Shaping Our Future

2003

LAWS AND CASES: Feb. 26, the Commission on Opportunities in Athletics delivers a report Open to All: Title IX at Thirty," to Secretary of Education Rod Paige http://www.ed.gov/pubs/titleixat30/title9_report.pdf

June 11, 2003

(Washington, DC) In a resounding repudiation of Title IX opponents' arguments that the law has resulted in cuts to men's sports teams, U.S. District Court Judge Emmet Sullivan today dismissed the lawsuit, *National Wrestling Coaches Association v. United States Department of Education*. In this case, a coalition of wrestlers made the rejected and misguided argument that Title IX policies require "quotas" for female athletes and have resulted in discrimination against men. (Source National Women's Law Center)

June 23, 2003-The Supreme Court decisions in the affirmative action cases against the University of Michigan, Grutter v. Bollinger and Gratz v. Bollinger, recognize the government's strong and compelling interest in promoting diversity in our nation's universities and workplaces

July 11, 2003, U.S. Department of Education issues a "Dear Colleague" letter affirming the current athletic policies on Title IX.

<http://www.ed.gov/offices/OCR/title9guidanceFinal.html>

PEOPLE AND ORGANIZATIONS:

January 7, 2003 70% of adults support Title IX as currently interpreted according to a USA Today poll.

February 5-National Coalition for Women and girls in Education (NCWGE) announces a national campaign to "Save title IX"and Girl's sports. www.SaveTitleIX.com

NCWGE's Principles on the Reauthorization of Career and Technical Education (the Perkins Act) (2/19/03)

WEEA products are no longer available for purchase as of February 28, 2003. WEEA contract with EDC ends

On the heels of President Bush's attempts to weaken Title IX, the Feminist Majority Foundation (FMF) recently launched the FMF Education Equity program. Directed by Dr. Susan Klein, the program will take a leading role in compiling research on gender equity and developing an active national Title IX Action Network with Title IX gender equity coordinators and others who support gender equality in education to fight the many threats to Title IX and maximize its beneficial impact on society.

Fall 2003-US Ed commissions a review of all studies and research on single sex education.

US Department of Education removes the 2001 Revised Sexual Harassment Guidance from the OCR web site.

NWLC issues "Title IX and Equal Opportunity in Vocational and Technical Education: A Promise Still Owed to the Nation's Young Women"

www.nwlc.org/pdf/TitleIXCareerEducationReport.pdf.

IDEAS: educational disparities between female and male students, college participation disparities, discipline disparities, special education disparities, reading and writing. Girls and STEM, Teachers are 3 to 1 female to male, Single-sex education, Athletics, sex education, LGBTQ issues in schools, "aggression in girls anincreasing problem",

EVENTS:

AGELE History: 2003 San Antonio, TX (July 27-30) 24th annual. **THEME:** Gender Equity Leadership and Advocacy in Education: Local, Regional, and National Perspectives

2004

LAWS AND CASES

The US Supreme Court heard arguments in Jackson v. Birmingham Board of Education, NO. 02-1672. Roderick Jackson, a girls' basketball coach, was relieved of his coaching duties by the school board after he complained of sex discrimination against the girls' team. Mr. Jackson sued the school board in 2001. At issue is whether Title IX protects only "direct victims based on their own sex" or if retaliation toward the coach constitutes discrimination and a violation of Title IX.

Feb 11, 2004, The FAIRNESS Act was introduced today in the House and Senate and is endorsed by over 180 women's, civil rights and other organizations concerned about keeping the nation's promise of fair and equal treatment for all Americans.

PEOPLE AND ORGANIZATIONS

[NCWGE Announces April 24th Gender Equity & Educational Achievement Conference](#)

The First International Conference on Gender Equity Education in the Asia-Pacific Region. Taipei, November 25-27, 2004 (AGELE members Sue Klein, Peggy McIntosh,

Nan Stein and David Sadker shared research papers at this conference. Three day conference attended by 200 people.

Sue Klein organizes an effort to update and expand the 1985 Handbook for Achieving Gender Equity Through Education. Handbook for Achieving Gender Equity Through Education

Feminist Majority Foundation and Sue Klein initiate The Title IX Action Network is being created to fight threats to Title IX and to enable and empower equity advocates. These advocates will work together to strengthen the implementation of Title IX and rebuild a national gender equity infrastructure that has been emaciated by the withdrawal of federal funding. Activists in this Network will have multiple roles as Title IX coordinators, equity allies, and gender equity resource providers.

See www.feminist.org/education

March 9, 2004 US Ed issues proposed regulations to revise the long-standing standards that govern Title IX's application to single-sex education.

National Center for Education Statistics releases "Trends in Educational Equity for Girls and Women: 2004. see <http://nces.ed.gov/pubs2005/equity>

GAO Study Reveals Need for Stronger Title IX Enforcement in Science Programs (July 22, 2004)

IDEAS

EVENTS

AGELE HISTORY

Washington DC, July 21-July 24, 2004,
THEME Educational Equity As a Civil Right:
A Capital Idea!

2005

LAWS AND CASES

March 26, 2005, the U.S. Supreme Court issued their decision in Jackson v. Birmingham Board of Education. The court ruled in favor of Jackson and clarified that retaliation for complaints of discrimination is discrimination "on the basis of sex." Title IX protects individuals who witness and complain about discrimination from retaliation, even if they are not themselves victims of the underlying sex discrimination. Justice Sandra Day O'Connor wrote the opinion for the majority. See www.nwlc.org

Supreme Court Denies Wrestlers' Case (June 6, 2005)
(Washington, DC) In a resounding repudiation of Title IX opponents' arguments that the law has resulted in cuts to men's sports teams, the Supreme Court denied certiorari today in *National Wrestling Coaches Association v. United States Department of Education*.

March 17, 2005, US Ed issues "clarification." "Additional Clarification of Intercollegiate Athletics Policy: Three-Part Test — Part Three" (Additional Clarification). (177 pages) <http://www.ed.gov/about/offices/list/ocr/docs/title9guidanceadditional.pdf>

PEOPLE AND ORGANIZATIONS

National Alliance for Partnerships in Equity (NAPE) 26th annual PDI "Putting the Pieces Together: Equity in Education and Workforce Development." April 26-29, 2005. www.napequity.org

IDEAS

EVENTS

AGELE HISTORY

Rainbow For Our Future: Creating Equitable Learning Cultures in Classrooms, Schools and Communities. July 24-27, 2005 Marriott Waikiki Beach, Honolulu, Hawaii

AGELE sponsors first intern, Kaleena R. Seeley

2006

LAWS AND CASES

PEOPLE AND ORGANIZATIONS

IDEAS

EVENTS

AGELE HISTORY

2007

LAWS AND CASES

PEOPLE AND ORGANIZATIONS

IDEAS

EVENTS

AGELE HISTORY

2008

LAWS AND CASES

PEOPLE AND ORGANIZATIONS

IDEAS

EVENTS

AGELE HISTORY

2009

LAWS AND CASES

PEOPLE AND ORGANIZATIONS

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AGELE HISTORY

2010

LAWS AND CASES

PEOPLE AND ORGANIZATIONS

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EVENTS

AGELE HISTORY

2011

LAWS AND CASES

PEOPLE AND ORGANIZATIONS

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EVENTS

AGELE HISTORY

2012

LAWS AND CASES

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IDEAS
EVENTS
AGELE HISTORY