



## **President Barack Obama's First 100 Days: A Progress Report on AAUW Priority Issues**

On April 29, President Barack Obama reached 100 days in office. Since Franklin Roosevelt's time, a presidential administration's first 100 days has been seen as an important barometer for a new administration. Successes and missteps are carefully cataloged and analyzed, and for this president the stakes are especially high. President Obama's historic inauguration in January was a moment of great optimism and hope for America, but for any new administration the work begins long before the pomp and circumstance of Inauguration Day. Nominees are vetted, agendas are developed, and timelines are made. The same is true for advocacy organizations like AAUW. For months before the oath of office was administered, AAUW was engaged in an intensive effort to lay out our priorities and establish goals on a variety of issues for the new administration's first 100 days. We consulted with the Obama transition team on many occasions and sent them prioritized position papers as well. AAUW also collaborated with coalition partners on issues of mutual concern and mobilized activists to ensure that our voices were heard. In short, we were prepared for the start of the new administration.

AAUW is pleased to report that over the first 100 days, we have enjoyed several policy successes. The first piece of legislation President Obama signed was the Lilly Ledbetter Fair Pay Act (S.181), a critical victory in the fight for pay equity that reversed the Supreme Court's disastrous 2007 *Ledbetter* decision.<sup>1</sup> AAUW was a leading voice in the effort to get the bill signed and had a front row seat—literally—when President Obama signed it into law. AAUW was further pleased that many of our top funding priorities were included in the economic recovery package known as the American Recovery and Reinvestment Act: tax credits for working families, extended unemployment insurance for those out of work, and increased assistance to help students pay for college.<sup>2</sup>

In addition, President Obama signed into law an omnibus appropriations act that, among other things, increased funding for Pell grants, job training programs to retrain workers, and family planning programs.<sup>3</sup> The Obama administration also released its FY2010 budget blueprint, which proposes various initiatives that will further decrease the cost of attending college, increase the availability of quality and affordable health care, and provide more assistance to working women and their families through job training and early child care funding.<sup>4</sup> In March 2009, in honor of Women's History Month, President Obama created the White House Council on Women and Girls, which will promote interagency collaboration and a coordinated federal response in addressing critical issues facing women and their families, as well as undertake further policy initiatives to advance gender equity.

This report is derived from and in keeping with policy positions laid out in AAUW's [Federal Policy Agenda](#) and member-adopted [Public Policy Program](#). AAUW fully understands and appreciates that no administration accomplishes all of its goals or meets all expectations in 100 days. We also recognize that certain priorities of the Obama administration must take precedence over others during this time of severe economic decline. However, AAUW believes just as strongly that issues of equity cannot be pushed aside; indeed, the more progress we make on achieving equity, the stronger and more prosperous our nation will become.

The Obama administration had some important achievements and built critical infrastructure during its jam-packed first 100 days, but of course much more remains to be done. AAUW is pleased to offer the following progress report of the administration's first 100 days. In so doing, we provide our assessment of the administration's progress, identify areas where more work can be done, and look forward to achieving more victories in the months and years ahead.

## Promote Women's Economic Security

President Obama's biggest, toughest, and most immediate challenge during his first 100 days has been the economy. Since December 2007, the American economy has been in the throes of a deep recession that has seen over 5 million jobs lost—more than 2 million in 2009 alone—and the unemployment rate soar to 8.5 percent.<sup>5</sup> In these difficult economic times, the fight for pay equity takes on an even greater urgency. Indeed, for the past quarter of a century, American families have increasingly relied on women's wages to make ends meet. In the current recession, which has seen male-dominated sectors such as construction and manufacturing being especially hard hit, more women have become the sole breadwinners for their families. In fact, for the first time ever women are poised to become the majority of the American workforce<sup>6</sup>—making pay equity not just a matter of fairness but the key to helping families make ends meet and a critical economic engine in moving the nation out of recession.

### Promote Pay Equity

President Obama took an immediate step forward for the pay equity cause when he signed the Lilly Ledbetter Fair Pay Act on January 29, 2009—the first bill he signed as president. The new law restores the long-standing interpretation of civil rights laws and Equal Employment Opportunity Commission policies that allows employees 180 days to challenge each discriminatory paycheck they receive; moreover, it effectively overturns the Supreme Court's 2007 misstep in *Ledbetter v. Goodyear Tire and Rubber Co.*<sup>7</sup> As President Obama stated in his signing ceremony remarks that day, “Ultimately, equal pay isn't just an economic issue for millions of Americans and their families; it's a question of who we are—and whether we're truly living up to our fundamental ideals.”<sup>8</sup>

To truly live up to the president's words, however, our legislators need to take action. The Ledbetter bill is an important victory but only restores the law to where it was before the Supreme Court's decision. Today, America still faces a pernicious wage gap, with women earning only 78 cents on average for every dollar men earn.<sup>9</sup> The next step in the fight is passage and signing of the Paycheck Fairness Act (S.182/H.R.12), a comprehensive bill that updates the Equal Pay Act of 1963 by creating stronger incentives for employers to follow the law, empowering women to negotiate for equal pay, and strengthening federal outreach and enforcement efforts.<sup>10</sup> Passing this legislation—which the House approved in January with a greater bipartisan majority than it had on Ledbetter and which President Obama cosponsored when he was a member of the Senate—is the next logical step after the Ledbetter success.<sup>11</sup>

### Improve and Advance Equal Opportunity

There is still critical work to be done to create equal footing for women in all facets of American life—the workforce, the classroom, the home, and beyond. To address these challenges, President Obama signed an executive order on March 11, 2009, creating the [White House Council on Women and Girls](#).<sup>12</sup> The creation of such a council was an idea [spurred on by AAUW in a letter](#)—signed by more than 40 groups—to the Obama transition team in December 2008 requesting that the new administration restore and strengthen all offices that in past administrations have played a fundamental role in protecting and advancing women's issues and opportunities. AAUW Executive Director Linda Hallman was present as an invited guest at the executive order signing ceremony.

The creation of the council, which is being led by top administration officials Valerie Jarrett, senior adviser to the president, and Tina Tchen, director of the Office of Public Liaison, is the first step in reestablishing critical women's programs in the executive branch. During its first year, the council will focus on many issues that are at the core of AAUW's member-adopted [Public Policy Program](#), including strengthening women's economic security, achieving work-life balance for working women and their families, preventing domestic violence, and improving women's health care.

In addition, by August 2009, the council will submit to the president a federal interagency plan that assesses the current efforts of every member executive agency or department to further the progress and advancement of women and girls. The plan will also recommend additional programs and initiatives that the task force should study.

President Obama further demonstrated his commitment to working-class families by creating the [White House Task Force on Middle Class Working Families](#) in his second week in office.<sup>13</sup> The task force is chaired by Vice President Joe Biden, and several Cabinet secretaries, including Secretary of Labor Hilda Solis and Secretary of Education Arne Duncan, serve as members. Again, its goals overlap and coincide with AAUW's: expanding education opportunities, lifting wages, achieving work-life balance, and protecting retirement security. AAUW Executive Director Linda Hallman spoke about the importance of women and girls in the science, technology, education, and mathematics (STEM) fields at its initial staff briefing at the White House's request. To date, the task force has held field hearings on how green jobs, the economic recovery act, and making college more affordable will support the middle class.

AAUW would like to see further federal efforts to improve and advance equal opportunities for women. These efforts can include a variety of initiatives throughout the executive branch:

- Issuing guidance on the permissibility of gender-based affirmative action
- Rescinding the recent Small Business Administration regulations that negatively affected the Women's Procurement Program
- Reinstating the Equal Opportunity Survey, to enable targeting of the Labor Department's enforcement efforts by requiring all federal contractors to submit data on their employment practices such as hiring, promotions, terminations and pay
- Ensuring adequate enforcement of all civil rights laws through sufficient funding and staffing of the EEOC, the Office of Federal Contract Compliance Programs, and the various civil rights divisions. AAUW was pleased to see, for instance, that the Obama administration's budget blueprint proposes \$145 million for the Department of Justice's Civil Rights Division to strengthen civil rights enforcement against racial, ethnic, sexual preference, religious, and gender discrimination.<sup>14</sup> Additional funding for these purposes was also included in the economic recovery package. These entities should give special attention to strengthening enforcement of laws prohibiting wage discrimination, as well as pregnancy and care-giving discrimination—two areas where claims are on the rise.
- Creating an interagency civil rights task force to leverage resources, establish priorities, and ensure a coordinated approach for the federal government's equal opportunity efforts—both as an employer and a contract administrator
- Convening an advisory group to help reinvigorate the Department of Labor's Women's Bureau, the only federal agency devoted to the concerns of women in the workplace. Critical steps include reviving the regional office structure and reconsidering the staff outsourcing plan initiated in 2006.

### **Support Work and Life Balance**

AAUW believes that creating [a work environment that helps employees balance the responsibilities of work and family is good public policy](#). Despite the Family and Medical Leave Act (FMLA) and a patchwork of state laws and employer-based benefits, family and personal sick leave remain elusive for many working Americans. And despite the relative wealth of the United States, family-oriented workplace policies in this country lag dramatically behind those in much of the rest of the world, including all high-income countries and many middle- and low-income countries as well.<sup>15</sup>

First, AAUW urges the Obama administration to reverse the negative effects of recently issued regulations, finalized in November 2008, that make it harder for most workers to reap the benefits of FMLA.<sup>16</sup> While the new regulations contain a few good provisions for military families, they make it harder for most workers to take FMLA leave, and they also present a concern for workers' medical privacy. AAUW submitted comments during the rule-making process, expressing concern with a number of provisions in the proposed regulations that were unfortunately retained in the final rule.

AAUW further calls on the Obama administration to support passage of the Federal Employees Paid Parental Leave Act (H.R.626/S.354), which passed the House Oversight and Government Reform Subcommittee on the Federal Workforce, Postal Service, and the District of Columbia in March 2009. This legislation would provide federal workers with up to four weeks of paid leave for the birth or adoption of a child. Passing the bill would be a significant step toward paid parental leave for all Americans.

Finally, other important expansions to FMLA are necessary to support working families. AAUW would like the administration to work with Congress to end the unpaid status of FMLA and expand the number of people able to access FMLA leave. AAUW supports adding job protection for other important family responsibilities within FMLA, such as attending parent-teacher conferences and accompanying an adult child or ill sibling on doctor's visits, as well as including coverage for victims of domestic violence.

### **Improve Retirement Security**

AAUW believes that Social Security is particularly important to the economic security of women. More than half of older women would fall into poverty without Social Security benefits.<sup>17</sup> In addition, 46 percent of all nonmarried (divorced, widowed, or never married) women ages 65 and older get 90 percent or more of their income from Social Security, compared with 35 percent for men in that age group.<sup>18</sup> And because women live longer, they depend on Social Security for more years than do men, meaning that women can literally outlive their benefits from a private account.

AAUW is pleased to note that, through the economic recovery package, the federal government will be sending out one-time, \$250 economic recovery payments to people who receive Social Security and Supplemental Security Income (SSI) benefits beginning in early May 2009. As part of this economic stimulus, more than \$13 billion will be sent to 50 million Americans.<sup>19</sup>

### **Promote Solutions for Health Care Security**

Access to quality and affordable health care for all Americans is vitally important. Currently, 46 million Americans are uninsured,<sup>20</sup> and middle-class families are the fastest growing segment in this group.<sup>21</sup> The economic security of families depends on the affordability and availability of health care and insurance coverage. AAUW is concerned because women are particularly vulnerable in this respect. Not only are they less able to afford insurance or care because of pay disparities over the life span, but women also face unstable coverage when subject to their spouses' plans, higher premiums in the individual market, a lack of access based on more prevalent preexisting conditions, and higher out-of-pocket costs than men.<sup>22</sup> As a result, women are more likely to have medical bills they cannot pay and long-lasting debt problems.<sup>23</sup>

As part of the economic recovery package, Congress and the Obama administration provided for meaningful COBRA subsidies, allowing more American families to afford valuable preventive care in the event of job loss.<sup>24</sup> The package contained increased investments in health information technology as well.<sup>25</sup> Moreover, as part of his budget blueprint, President Obama called for the establishment of a health care reserve fund of \$634 billion over 10 years, funded half by new revenue and half by savings proposals that promote efficiency and accountability, that will be used toward fundamental reform of the American health care system.<sup>26</sup>

## Expand Educational Opportunities for Women and Girls

Since our founding in 1881, AAUW has believed that quality public education is the foundation of a democratic society. President Obama has taken strides to help ensure an equitable, bias-free public education system and responsible funding for all levels of education. In its first 100 days, the administration has made historic commitments to pursuing programs aimed at [strengthening science, technology, engineering, and mathematics \(STEM\) education](#), closing the achievement gap, and [increasing access to higher education](#). AAUW looks forward to a similar commitment on the administration's part to [protect and strengthen Title IX](#).

AAUW was disappointed with recent statements made by Secretary of Education Arne Duncan that were not as strong as they could have been regarding the District of Columbia's federally funded private school vouchers program.<sup>27</sup> AAUW will continue to hold the administration accountable when it comes to ensuring that critical public resources are not diverted away from public schools.

### Strengthening STEM Education

AAUW supports the promotion and strengthening of science, technology, engineering, and mathematics (STEM) education, especially for girls and other underrepresented populations in the fields. By 2010, one in four new jobs will be "technically oriented" or will involve computers.<sup>28</sup> However, we have not prepared girls sufficiently for this new economy. Girls still do not perform as well as boys on National Association of Education Progress (NAEP) math and science assessments.<sup>29</sup> In 2007, 56 percent of AP test-takers were girls, but in STEM-related areas, those numbers were smaller.<sup>30</sup> Early indicators such as these have directly affected our current STEM workforce. For example, only 27 percent of computer and mathematical professionals are women.<sup>31</sup> To close this gap, AAUW supports efforts that train teachers to encourage girls and other underrepresented groups to pursue STEM careers.

The economic recovery package contained \$400 million for the America COMPETES Act, an AAUW-supported law that seeks to produce additional science and math teachers through expanded scholarships and training.<sup>32</sup> AAUW will continue to urge the Obama administration to call for reforms that require measuring student aptitude in science, as is currently done in reading and math. AAUW further supports the creation of a grant program for schools that would increase girls' interest in the STEM fields. Schools could use the grant funding to cover activities such as mentoring, tutoring, field trips, and after-school and summer programs.

### Encourage Workforce Investment and Career and Technical Education

When individuals have access to job training they are able to move into well-paying jobs, support their families, build local tax bases, and increase revenue for local businesses and government. Presently, women experience barriers to entering high-wage, high-skill jobs due to biased career counseling and recruiting. And, even if they enter nontraditional career and technical education programs, women may experience sexual harassment and differential treatment in the classroom.<sup>33</sup> AAUW believes that current [vocational, career, and technical education programs](#), as well as the public assistance programs that intersect with them, must invest in women as a vital asset in the 21st-century economy.

The economic recovery package focuses on a number of jobs requiring higher education; specifically, 54 percent of the 3.7 million jobs that the White House Council for Economic Advisers and the Office of the Vice President estimate will be created or saved by the American Recovery and Reinvestment Act require at least a postsecondary certificate, with a full 37 percent of the jobs requiring an associate degree or greater.<sup>34</sup>

Moreover, the omnibus appropriations act helps those hardest hit by the recession by helping to train and employ more than 350,000 workers who have lost their jobs during the economic downturn, providing at-risk youth with occupational and employment skills, and providing employment services to help more than 13 million people find jobs.<sup>35</sup>

### **Oppose Voucher Programs**

AAUW believes that the right strategy for improving our nation's schools is to direct resources toward improving public schools, rather than diverting public funds into private institutions. The country should provide an excellent education for all children, [not private school vouchers for a few](#). One program that does not live up to this ideal is the private school voucher program created in 2003 for the District of Columbia. This five-year pilot program, originally scheduled to expire in 2008, represents the first time in history that federal dollars have been used to fund private school vouchers. In June 2008 the Department of Education released a report that found that “after 2 years, there was no statistically significant difference in test scores in general between students who were offered an OSP [Opportunity Scholarship Program] scholarship and students who were not offered a scholarship.”<sup>36</sup> In April 2009, the Department of Education released a new report that found no improvement whatsoever in academic achievement for students receiving vouchers from public schools in need of improvement—the target audience of the voucher program.<sup>37</sup>

While AAUW was disappointed that the omnibus appropriations act included one additional year of funding for the District of Columbia's voucher program, the legislation also included language to bring the program to an appropriate end. Unfortunately, Secretary of Education Arne Duncan made comments in support of keeping current students enrolled in the voucher program for the length of their school tenure, contravening the letter and the spirit of the omnibus appropriations act's compromise language.<sup>38</sup> AAUW will continue to press the administration to live up to its campaign promises to not include private school vouchers as part of a comprehensive, national strategy on education reform.

### **Strengthen and Enforce Title IX**

Title IX of the Education Amendments of 1972, the statute prohibiting sex discrimination in educational programs that receive federal funds, protects against discrimination in [athletics](#) as well as most other educational programs that receive federal funds. While the Obama administration has put a secretary of education in place and nominated a candidate for the position of assistant secretary for the department's Office for Civil Rights (OCR), that person—Russlynn Ali—has not yet been confirmed. As a result, AAUW's efforts on Title IX have been delayed without this key person in office. Nevertheless, AAUW will continue its work to preserve Title IX and strongly urges the administration to improve Title IX enforcement and technical assistance across the board—ensuring that both the letter and the spirit of the law are followed.

As an initial measure, AAUW will continue to call on the administration to rescind the 2005 “Additional Clarification of Intercollegiate Athletics Policy: Three-Part Test—Part Three,” under which schools can show that they are providing equal participation opportunities to women simply by sending an e-mail survey to their female students and counting a failure to respond as evidence of a lack of interest in playing sports. The OCR should make clear that the governing standards are those detailed in the 1996 Policy Clarification, which requires schools to consider a number of factors such as the opinions of coaches and administrators and participation rates in sports in surrounding high schools or recreational leagues.

Next, the Department of Education should, through notice and comment rule making, rescind the final regulations issued in 2006 that revised long-standing rules to permit more [single-sex educational programs](#). The 2006 regulatory changes roll back the safeguards against sex discrimination and segregation in the U.S. Constitution and Title IX and have resulted in increased sex discrimination and stereotyping.

Finally, more broadly, the OCR should become an agency of action, rather than reaction, by providing timely and useful technical assistance and guidance, proactively conducting compliance reviews, and vigorously investigating and enforcing Title IX complaints. AAUW looks forward to working with the new head of the OCR on restoring and strengthening Title IX.

### **Increase Access to Higher Education**

Since our founding in 1881, AAUW has been committed to making the dream of [higher education](#) a reality for all women. With changes in the workforce over the last century, higher education is becoming less of a luxury and more of a necessity. By 2016, an estimated 9 million new jobs will likely require postsecondary education.<sup>39</sup> As the skill requirements of jobs continue to increase, so too should access to postsecondary education for all students.

The Obama administration has made a tremendous commitment to increasing access to higher education in its first 100 days. AAUW has long called for increases to the Pell grant program; the economic recovery package provides for a vital increase in the maximum Pell grant award of \$500 for the 2009–10 school year, as well as additional funds for work-study programs, helping millions of students go to college—and stay in college.<sup>40</sup> In addition, the legislation provides for an “American Opportunity Tax Credit,” a \$2,500 tax credit for college tuition and other expenses.<sup>41</sup> This targeted investment will encourage individuals to retrain and retool through higher education—which will in turn improve their earning potential and career competitiveness.

The omnibus appropriations act also includes funding to increase Pell grant awards and financial aid.<sup>42</sup> All told, thanks to the Obama administration’s concerted efforts to help 6.9 million families pay for college, the maximum Pell grant will rise to \$5,350 for the 2009–10 school year.<sup>43</sup> In addition, the omnibus appropriations act includes a host of other financial aid opportunities to help 1.4 million students go to school.<sup>44</sup> Building on the theme of access to education, in April 2009 President Obama also signed the Edward M. Kennedy SERVE Act, which bolsters the financial award associated with national service programs like AmeriCorps.<sup>45</sup> Increasing the service award and linking it to future Pell grant increases will allow more students to attend college and help them contribute to those less fortunate—a win-win situation for all.

The Obama administration’s budget blueprint would take a number of additional steps. The budget will propose an AAUW-supported change that Pell grant funding be made mandatory to ensure a regular funding stream, and the maximum awards will be increased and indexed to the Consumer Price Index plus 1 percent to address inflation.<sup>46</sup> The spending is projected to be \$41.8 billion from 2010 to 2014 and \$116.8 billion from 2010 to 2019.<sup>47</sup> Further, the budget will propose eliminating entitlements for financial intermediaries under the Family Federal Education Loan Program.<sup>48</sup> For years, private lenders under this program have received taxpayer-funded subsidies to make risk-free student loans; the administration would end this practice, representing a key cost savings. The budget also proposes the creation of a new College Access and Completion Fund.<sup>49</sup> This funding would go directly to states to create and encourage college completion programs for students.

Finally, in March 2009, the Department of Veterans Affairs released the final rule pertaining to implementation of the Post-9/11 GI Bill of Rights, passed by Congress last year.<sup>50</sup> The final rule is a victory for our heroic women and men service members who return home and seek access to higher

education, as well as the family members who support them. The Post-9/11 GI Bill of Rights provides a new educational benefit to those who have served in active duty since September 11, 2001. In particular, AAUW supported the proposed regulations maintaining that service members may transfer unused education benefits to their spouse and/or children.

## **Promote and Defend Civil Rights**

AAUW supports constitutional protections for the civil rights of all individuals and opposes all forms of discrimination. Basic to all of AAUW's public policy efforts is the understanding that true equity requires a balance between the rights of the individual and the needs of the community. In that vein, AAUW's policy priorities include continued attention to judicial and executive branch nominations and repairing the damage done after almost a decade of attacks on women's reproductive rights.

### **Create a Fair and Balanced Executive and Judicial Branch**

AAUW monitors the nominations process because so many of our fundamental rights and liberties have been established and are protected by the federal courts, Supreme Court precedents, and the enforcement efforts of the executive branch. As the 111th Congress continues to consider these nominees, AAUW will remain vigilant and outspoken in urging that President Obama and the Senate work together in a consultative process to ensure that only men and women who are committed to upholding the rights of all Americans—in word and in deed—are considered for these crucial appointments. Critical executive branch positions should be filled promptly, with a focus on diversity among nominees and appointees.

AAUW strongly supported the [nomination of Hilda Solis to be Secretary of Labor](#), due to her strong record of support for AAUW priorities as a member of Congress. Moreover, following the confirmation of Gov. Kathleen Sebelius (D-KS) as Secretary of Health and Human Services, there are now seven women serving in Cabinet or Cabinet-level positions (out of 22 total such positions). This is the highest number of women ever to serve in Cabinet or Cabinet-level positions at the outset of a presidential administration. By comparison, President George W. Bush had four women in his original Cabinet, while President Bill Clinton had five.<sup>51</sup>

### **Protect Reproductive Rights**

AAUW supports the right of every woman to safe, accessible, affordable, and comprehensive family planning and reproductive health services. AAUW trusts that every woman has the ability to make her own informed choices regarding her reproductive life within the dictates of her own moral and religious beliefs. Further, AAUW believes that these deeply personal decisions should be made without governmental interference. The Obama administration has undertaken a number of steps to protect and restore reproductive rights, health, and freedom in the United States and overseas:

Prevention of Unintended Pregnancies. AAUW is a strong believer in funding family planning programs to prevent unintended pregnancies. The omnibus appropriations act increased funding for critical family planning programs by \$317 million.<sup>52</sup> These funds will provide the majority of critical reproductive services to low-income women. Similarly, AAUW was glad to see the inclusion of provisions to reinstate affordable birth control at safety-net and university health centers.<sup>53</sup> AAUW was especially gratified to see that the omnibus appropriations act also substantially *decreased* funding to abstinence-only programs, which sends a strong message about the importance of medically accurate and age-appropriate sex education.<sup>54</sup> A federal funding stream for those programs is long overdue, and reducing funding for abstinence-only programs is a good first step.

Moreover, the Obama administration budget blueprint supports efforts to reduce teen pregnancy by funding models that stress the importance of abstinence while providing medically accurate, age-appropriate, comprehensive sex education.<sup>55</sup> The budget will also propose additional funding for research and treatment of HIV/AIDS, both in the United States and overseas.

Assistance for International Family Planning. During his first week in office, President Obama issued a presidential memorandum that overturned the Mexico City policy, otherwise known as the global gag rule.<sup>56</sup> This restriction prohibited overseas organizations that receive U.S. international family planning funds from providing abortion services and from advocating for changes in abortion policy—even with their own private funds. AAUW opposed the global gag rule because it forced family planning providers to choose between providing a full range of reproductive health information and services or receiving vital U.S. family planning funds. Thanks to the President Obama, these providers no longer have to make that difficult choice. In addition, the Department of State issued a notice in March 2009 that the United States would resume providing funds to the United Nations Population Fund, starting with a \$50 million contribution as provided for by the omnibus appropriations act.<sup>57</sup> The Bush administration had withheld such contributions for political reasons, despite the fund’s critical role in providing access to voluntary family planning programs for low-income women around the world.

Rescission of Department of Health and Human Services (HHS) Regulations. The Obama administration is aiming to overturn President George W. Bush’s harmful HHS regulations, via a notice of proposed rule making that was published in the Federal Register in March 2009.<sup>58</sup> The Bush regulations, which went into effect the day he left office, severely limit women’s access to basic reproductive health and family planning services, including some of the most common forms of birth control. AAUW opposed these regulations on the grounds that they fail to strike the critical balance between patients’ rights to care and the moral and religious beliefs of health care providers. AAUW believes that rescission would help restore that balance, and so along with thousands of our individual member activists, sent [comments](#) in strong support of the Obama administration’s proposed rule.

## Conclusion

Overall, AAUW is pleased with the results from the Obama administration’s first 100 days. In a number of vital areas—economic security, education, health care, and others—we have seen tangible progress that is already paying dividends. AAUW is convinced that these early successes have laid the groundwork for future progress, and we will continue to make our case to the administration, Congress, and the American people. The first 100 days have ended, but our work of breaking through barriers for women and girls moves forward.

---

<sup>1</sup> U.S. Government Printing Office. (2009). *Public Law 111-2, 111th Congress*. Retrieved April 17, 2009, from [http://frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=111\\_cong\\_public\\_laws&docid=f:publ002.111.pdf](http://frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=111_cong_public_laws&docid=f:publ002.111.pdf).

<sup>2</sup> U.S. Government Printing Office. (2009). *Public Law 111-5, 111th Congress*. Retrieved April 17, 2009, from [http://frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=111\\_cong\\_bills&docid=f:h1enr.txt.pdf](http://frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=111_cong_bills&docid=f:h1enr.txt.pdf).

<sup>3</sup> U.S. Government Printing Office. (2009). *Public Law 111-8*. Retrieved April 17, 2005, from [http://frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=111\\_cong\\_bills&docid=f:h1105enr.txt.pdf](http://frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=111_cong_bills&docid=f:h1105enr.txt.pdf).

<sup>4</sup> Office of Management and Budget. (Feb. 26, 2009). *A New Era of Responsibility: Renewing America’s Promise*. Retrieved April 17, 2009, from [www.whitehouse.gov/omb/assets/fy2010\\_new\\_era/A\\_New\\_Era\\_of\\_Responsibility2.pdf](http://www.whitehouse.gov/omb/assets/fy2010_new_era/A_New_Era_of_Responsibility2.pdf).

<sup>5</sup> Goodman, Peter S., and Jack Healy. *663,000 Jobs Lost in March; Total Tops Five Million*. Retrieved April 6, 2009, from [www.nytimes.com/2009/04/04/business/economy/04jobs.html](http://www.nytimes.com/2009/04/04/business/economy/04jobs.html).

<sup>6</sup> Rampell, Catherine. *As Layoffs Surge, Women May Pass Men in Job Force*. Retrieved April 6, 2009, from [www.nytimes.com/2009/02/06/business/06women.html](http://www.nytimes.com/2009/02/06/business/06women.html).

<sup>7</sup> *Ledbetter v. Goodyear Tire and Rubber Co.*, 550 U.S. 618 (2007).

- <sup>8</sup> The White House. (Jan. 29, 2009). *Remarks of President Barack Obama on the Lilly Ledbetter Fair Pay Restoration Act Bill Signing*. Retrieved April 17, 2009, from [www.whitehouse.gov/the\\_press\\_office/RemarksofPresidentBarackObamaontheLillyLedbetterFairPayRestorationActBillSigning](http://www.whitehouse.gov/the_press_office/RemarksofPresidentBarackObamaontheLillyLedbetterFairPayRestorationActBillSigning).
- <sup>9</sup> U.S. Census Bureau and the U.S. Department of Commerce. (Aug. 2008). *Income, Poverty, and Health Insurance Coverage in the United States: 2007*. Retrieved April 6, 2009, from [www.census.gov/prod/2008pubs/p60-235.pdf](http://www.census.gov/prod/2008pubs/p60-235.pdf).
- <sup>10</sup> U.S. Government Printing Office. (2009). *S.182*. Retrieved April 17, 2009, from [http://frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=111\\_cong\\_bills&docid=f:s182pcs.txt.pdf](http://frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=111_cong_bills&docid=f:s182pcs.txt.pdf).
- <sup>11</sup> U.S. House of Representatives. (Jan. 9, 2009). *Final Vote Results for Roll Call 8*. Retrieved April 17, 2009, from <http://clerk.house.gov/evs/2009/roll008.xml>; U.S. House of Representatives. (Jan. 9, 2009). *Final Vote Results for Roll Call 9*. Retrieved April 17, 2009, from <http://clerk.house.gov/evs/2009/roll009.xml>.
- <sup>12</sup> The White House. (March 11, 2009). *Executive Order: Establishing a White House Council on Women and Girls*. Retrieved April 17, 2009, from [www.whitehouse.gov/the\\_press\\_office/Executive-Order-Creating-the-White-House-Council-on-Women-and-Girls](http://www.whitehouse.gov/the_press_office/Executive-Order-Creating-the-White-House-Council-on-Women-and-Girls).
- <sup>13</sup> The White House. (Jan. 30, 2009). *White House Announces Middle Class Task Force*. Retrieved April 17, 2009, from [www.whitehouse.gov/the\\_press\\_office/ObamaAnnouncesMiddleClassTaskForce](http://www.whitehouse.gov/the_press_office/ObamaAnnouncesMiddleClassTaskForce).
- <sup>14</sup> Office of Management and Budget. (2009). *FY2010 Budget: Department of Justice*. Retrieved April 22, 2009, from [www.whitehouse.gov/omb/assets/fy2010\\_new\\_era/Department\\_of\\_Justice.pdf](http://www.whitehouse.gov/omb/assets/fy2010_new_era/Department_of_Justice.pdf).
- <sup>15</sup> Hegewisch, Ariane, and Janet Gornick. (May 2008). *Statutory Routes to Workplace Flexibility in Cross-National Perspective*. Institute for Women's Policy Research. Retrieved April 8, 2009, from [www.iwpr.org/pdf/B258workplaceflex.pdf](http://www.iwpr.org/pdf/B258workplaceflex.pdf).
- <sup>16</sup> Department of Labor. (Jan. 16, 2009). *The Family and Medical Leave Act of 1993; Final Rule*. Retrieved April 22, 2009, from [www.dol.gov/federalregister/PdfDisplay.aspx?DocId=21763](http://www.dol.gov/federalregister/PdfDisplay.aspx?DocId=21763).
- <sup>17</sup> AARP. (May 2006). *Social Security: A Background Briefing*. Retrieved Dec. 22, 2006, from [http://bulletin.aarp.org/yourmoney/socialsecurity/articles/the\\_gender\\_gyp.html](http://bulletin.aarp.org/yourmoney/socialsecurity/articles/the_gender_gyp.html).
- <sup>18</sup> U.S. Social Security Administration. (2004). "Income of the Population 55 or Older," Table 6.B2. Retrieved Jan. 3, 2007, from [www.ssa.gov/policy/docs/statcomps/income\\_pop55/2004/sect06.html#table6.b2](http://www.ssa.gov/policy/docs/statcomps/income_pop55/2004/sect06.html#table6.b2).
- <sup>19</sup> The White House. (March 26, 2009). *Vice President Biden Announces \$250 Recovery Payments to Go to Social Security and SSI Beneficiaries in May; Payments Will Inject More Than \$13 Billion into Economy*. Retrieved April 17, 2009, from [www.whitehouse.gov/the\\_press\\_office/Vice-President-Biden-Announces-250-Dollar-Recovery-Payments-to-Go-to-Social-Security-and-SSI-Beneficiaries-in-May](http://www.whitehouse.gov/the_press_office/Vice-President-Biden-Announces-250-Dollar-Recovery-Payments-to-Go-to-Social-Security-and-SSI-Beneficiaries-in-May).
- <sup>20</sup> U.S. Census Bureau. (Aug. 2006). *Income, Poverty, and Health Insurance Coverage in the United States, 2005*. Retrieved Oct. 24, 2008, from <http://www.census.gov/prod/2006pubs/p60-231.pdf>.
- <sup>21</sup> Divided We Fail. (2008). *Affordable Healthcare Platform*. Retrieved Oct. 24, 2008, from [www.aarp.org/issues/dividedwefail/about\\_issues/divided\\_we\\_fail\\_platform\\_affordable\\_health\\_care.html](http://www.aarp.org/issues/dividedwefail/about_issues/divided_we_fail_platform_affordable_health_care.html).
- <sup>22</sup> National Women's Law Center. (April 2007). *Issue Brief: Women and Health Coverage: A Framework for Moving Forward*. Retrieved Oct. 24, 2008, from [www.nwlc.org/pdf/NWLCHealthInsuranceIssueBrief2007.pdf](http://www.nwlc.org/pdf/NWLCHealthInsuranceIssueBrief2007.pdf).
- <sup>23</sup> National Women's Law Center and the Commonwealth Fund. (April 2007). *Issue Brief: Women and Health Coverage: The Affordability Gap*. Retrieved Oct. 24, 2008 from [www.nwlc.org/pdf/NWLCCommonwealthHealthInsuranceIssueBrief2007.pdf](http://www.nwlc.org/pdf/NWLCCommonwealthHealthInsuranceIssueBrief2007.pdf).
- <sup>24</sup> United States Department of Labor. (2009). *COBRA Continuation Coverage Assistance Under the American Reinvestment and Recovery Act of 2009*. Retrieved April 17, 2009, from [www.dol.gov/ebsa/cobra.html](http://www.dol.gov/ebsa/cobra.html).
- <sup>25</sup> American Medical Association. (2009). *American Recovery and Reinvestment Act of 2009: Summary of Major Healthcare Provisions*. Retrieved April 17, 2009, from [www.ama-assn.org/ama/pub/legislation-advocacy/current-topics-advocacy/hr1-stimulus-summary.shtml](http://www.ama-assn.org/ama/pub/legislation-advocacy/current-topics-advocacy/hr1-stimulus-summary.shtml).
- <sup>26</sup> Office of Management and Budget. (2009). *FY2010 Budget: Jumpstarting the Economy and Investing for the Future*. Retrieved April 17, 2009, from [www.whitehouse.gov/omb/assets/fy2010\\_new\\_era/Jumpstarting\\_The\\_Economy.pdf](http://www.whitehouse.gov/omb/assets/fy2010_new_era/Jumpstarting_The_Economy.pdf).
- <sup>27</sup> The Associated Press. (March 4, 2009). *Secretary Duncan Wants D.C. Kids to Keep Vouchers*. Retrieved April 22, 2009, from [www.usatoday.com/news/education/2009-03-04-duncan-vouchers\\_N.htm](http://www.usatoday.com/news/education/2009-03-04-duncan-vouchers_N.htm).
- <sup>28</sup> American Association for University Women. (2000). *Tech Savvy: Educating Girls in the New Computer Age*.
- <sup>29</sup> U.S. Department of Education, National Center for Education Statistics. (2007.) *The Nation's Report Card: America's High School Graduates (NCES 2007-467)*. Retrieved Dec. 22, 2008, from [http://nces.ed.gov/nationsreportcard/pdf/studies/2007467\\_4.pdf](http://nces.ed.gov/nationsreportcard/pdf/studies/2007467_4.pdf).
- <sup>30</sup> College Board. (2007). *Program Summary Report*. Retrieved Dec. 22, 2008, from [http://apcentral.collegeboard.com/apc/public/repository/2007\\_Program\\_Summary\\_Report.pdf](http://apcentral.collegeboard.com/apc/public/repository/2007_Program_Summary_Report.pdf).
- <sup>31</sup> Bureau of Labor Statistics. (2005). *Current Population Survey, Table 11*. Retrieved Jan. 4, 2007, from <ftp://ftp.bls.gov/pub/special.requests/lf/aat11.txt>.
- <sup>32</sup> U.S. House of Representatives. (Feb. 12, 2009). *Conference Report to Accompany H.R.1: Making Supplemental Appropriations for Job Preservation and Creation, Infrastructure Investment, Energy Efficiency and Science, Assistance to the Unemployed, and State and Local Fiscal Stabilization, for the Fiscal Year Ending September 30, 2009, and for Other Purposes*. Retrieved April 17, 2009, from [http://frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=111\\_cong\\_reports&docid=f:hr016.111.pdf](http://frwebgate.access.gpo.gov/cgi-bin/getdoc.cgi?dbname=111_cong_reports&docid=f:hr016.111.pdf).
- <sup>33</sup> Annexstein, Leslie. "Opening the Door to Career and Technical Education Programs for Women and Girls." *Equity Issues in Career and Technical Education*, No. 390 (2003), pp. 5–16.

- <sup>34</sup> *Inside Higher Ed.* (Feb. 23, 2009). “A Jobs Bill for the College-Educated.” Retrieved Feb. 24, 2009, from [www.insidehighered.com/news/2009/02/23/stimulus](http://www.insidehighered.com/news/2009/02/23/stimulus).
- <sup>35</sup> U.S. House of Representatives Committee on Appropriations. (Feb. 23, 2009). *Summary: Labor, Health & Education Appropriations, Consolidated Appropriations Bill*. Retrieved April 17, 2009, from <http://appropriations.house.gov/pdf/LHEFY0902-23-09.pdf>.
- <sup>36</sup> U.S. Department of Education, Institute of Education Statistics. (June 2008). *Evaluation of the DC Opportunity Scholarship Program: Impacts After Two Years Executive Summary*. Retrieved June 16, 2008, from <http://ies.ed.gov/ncee/pdf/20084024.pdf>.
- <sup>37</sup> U.S. Department of Education, Institute of Education Statistics. (April 2009). *Evaluation of the DC Opportunity Scholarship Program: Impact After Three Years*. Retrieved April 3, 2009 from <http://ies.ed.gov/ncee/pubs/20094050/pdf/20094050.pdf>.
- <sup>38</sup> The Associated Press. (March 4, 2009). Secretary Duncan wants D.C. Kids to Keep Vouchers. Retrieved April 22, 2009, from [www.usatoday.com/news/education/2009-03-04-duncan-vouchers\\_N.htm](http://www.usatoday.com/news/education/2009-03-04-duncan-vouchers_N.htm).
- <sup>39</sup> Bureau of Labor Statistics. (2008). *Occupational Projections and Training Data, 2008-09 Edition*. Retrieved Aug. 11, 2008, from [www.bls.gov/emp/optd/optd001.pdf](http://www.bls.gov/emp/optd/optd001.pdf).
- <sup>40</sup> U.S. Department of Education. (March 7, 2009). *The American Recovery and Reinvestment Act of 2009: Saving and Creating Jobs and Reforming Education*. Retrieved April 17, 2009, from [www.ed.gov/policy/gen/leg/recovery/implementation.html](http://www.ed.gov/policy/gen/leg/recovery/implementation.html).
- <sup>41</sup> U.S. Department of the Treasury, Internal Revenue Service. (April 9, 2009). *American Opportunity Credit*. Retrieved April 17, 2009, from [www.irs.gov/newsroom/article/0,,id=205674,00.html](http://www.irs.gov/newsroom/article/0,,id=205674,00.html).
- <sup>42</sup> U.S. House of Representatives Committee on Appropriations. (Feb. 23, 2009). *Summary: Labor, Health & Education Appropriations, Consolidated Appropriations Bill*. Retrieved April 17, 2009, from <http://appropriations.house.gov/pdf/LHEFY0902-23-09.pdf>.
- <sup>43</sup> U.S. Department of Education. (March 7, 2009). *The American Recovery and Reinvestment Act of 2009: Saving and Creating Jobs and Reforming Education*. Retrieved April 17, 2009, from [www.ed.gov/policy/gen/leg/recovery/implementation.html](http://www.ed.gov/policy/gen/leg/recovery/implementation.html).
- <sup>44</sup> U.S. House of Representatives Committee on Appropriations (Feb. 23, 2009). *Summary: Labor, Health & Education Appropriations, Consolidated Appropriations Bill*. Retrieved April 17, 2009, from <http://appropriations.house.gov/pdf/LHEFY0902-23-09.pdf>.
- <sup>45</sup> The White House (April 21, 2009). *Remarks by the President at Signing of the Edward M. Kennedy Serve America Act*. Retrieved April 24, 2009, from [http://www.whitehouse.gov/the\\_press\\_office/Remarks-by-the-President-at-Signing-of-the-Edward-M-Kennedy-Serve-America-Act/](http://www.whitehouse.gov/the_press_office/Remarks-by-the-President-at-Signing-of-the-Edward-M-Kennedy-Serve-America-Act/).
- <sup>46</sup> Office of Management and Budget. (2009). *FY2010 Budget: Department of Education*. Retrieved April 17, 2009, from [www.whitehouse.gov/omb/assets/fy2010\\_new\\_era/Department\\_of\\_Education.pdf](http://www.whitehouse.gov/omb/assets/fy2010_new_era/Department_of_Education.pdf).
- <sup>47</sup> Office of Management and Budget. (2009). *FY2010 Budget – Summary Tables. Table S-6: Mandatory and Receipt Proposals*. Retrieved April 17, 2009, from [www.whitehouse.gov/omb/assets/fy2010\\_new\\_era/Summary\\_Tables2.pdf](http://www.whitehouse.gov/omb/assets/fy2010_new_era/Summary_Tables2.pdf).
- <sup>48</sup> Office of Management and Budget. (2009). *FY2010 Budget: Department of Education*. Retrieved April 17, 2009, from [www.whitehouse.gov/omb/assets/fy2010\\_new\\_era/Department\\_of\\_Education.pdf](http://www.whitehouse.gov/omb/assets/fy2010_new_era/Department_of_Education.pdf).
- <sup>49</sup> Office of Management and Budget. (2009). *FY2010 Budget: Department of Education*. Retrieved April 17, 2009, from [www.whitehouse.gov/omb/assets/fy2010\\_new\\_era/Department\\_of\\_Education.pdf](http://www.whitehouse.gov/omb/assets/fy2010_new_era/Department_of_Education.pdf).
- <sup>50</sup> Federal Register. (March 31, 2009). *Department of Veterans Affairs – Post 9/11 GI Bill; Final Rule*. Retrieved April 17, 2009, from <http://edocket.access.gpo.gov/2009/pdf/E9-7052.pdf>.
- <sup>51</sup> Equal Representation in Government and Democracy. (2009). *Women in the Presidential Cabinet*. Retrieved April 17, 2009, from [www.ergd.org/Women.Cabinet.Members.htm](http://www.ergd.org/Women.Cabinet.Members.htm).
- <sup>52</sup> U.S. House of Representatives Committee on Appropriations. (Feb. 23, 2009). *Summary: Labor, Health & Education Appropriations, Consolidated Appropriations Bill*. Retrieved April 17, 2009, from <http://appropriations.house.gov/pdf/LHEFY0902-23-09.pdf>.
- <sup>53</sup> Planned Parenthood Federation of America. (March 10, 2009). *Planned Parenthood Federation of America Applauds Legislation Providing Increased Access to Affordable Contraceptives to Prevent Unintended Pregnancies*. Retrieved April 17, 2009, from [www.plannedparenthood.org/newsroom/press-releases/planned-parenthood-federation-america-applauds-passage-legislation-providing-increased-access-a-23989.htm](http://www.plannedparenthood.org/newsroom/press-releases/planned-parenthood-federation-america-applauds-passage-legislation-providing-increased-access-a-23989.htm).
- <sup>54</sup> American Civil Liberties Union. (March 11, 2009). *Omnibus Appropriations Act Advances Reproductive Health Care: Legislation Reduces Funding for Failed Abstinence-Only Programs*. Retrieved April 17, 2009, from [www.aclu.org/reproductiverights/sexed/39001prs20090311.html](http://www.aclu.org/reproductiverights/sexed/39001prs20090311.html).
- <sup>55</sup> Office of Management and Budget. (2009). *FY2010 Budget: Department of Health and Human Services*. Retrieved April 17, 2009, from [www.whitehouse.gov/omb/assets/fy2010\\_new\\_era/Department\\_of\\_Health\\_and\\_Human\\_Services1.pdf](http://www.whitehouse.gov/omb/assets/fy2010_new_era/Department_of_Health_and_Human_Services1.pdf).
- <sup>56</sup> The White House. (Jan. 23, 2009). *Mexico City Policy and Assistance for Voluntary Population Planning: Memorandum for the Secretary of State and the Administrator of the United States Agency for International Development*. Retrieved April 17, 2009, from [www.whitehouse.gov/the\\_press\\_office/Mexico\\_City\\_Policy\\_and\\_Assistance\\_for\\_Voluntary\\_Population\\_Planning](http://www.whitehouse.gov/the_press_office/Mexico_City_Policy_and_Assistance_for_Voluntary_Population_Planning).
- <sup>57</sup> U.S. Department of State. (March 24, 2009). *U.S. Government Support for the United Nations Population Fund (UNFPA)*. Retrieved April 17, 2009, from [www.state.gov/r/pa/prs/ps/2009/03/120841.htm](http://www.state.gov/r/pa/prs/ps/2009/03/120841.htm).
- <sup>58</sup> Federal Register (March 10, 2009). *Department of Health and Human Services: Rescission of the Regulation Entitled “Ensuring That Department of Health and Human Services Funds Do Not Support Coercive or Discriminatory Policies or Practices in Violation of Federal Law”; Proposal*. Retrieved April 17, 2009, from <http://edocket.access.gpo.gov/2009/pdf/E9-5067.pdf>.