

# The Obama Administration: A Progress Report on AAUW Priority Issues

When President Barack Obama took office on January 20, 2009, he declared that change had come to America. Achieving all of these promises has proven difficult, particularly in the face of economic uncertainty, lingering unemployment, and rank partisanship. Yet despite these obstacles, some key advancements were made on core issues for women and girls. America's mood can best be described as uncertain, with Congress almost entirely deadlocked and the 2012 presidential election fast approaching. Elections are a referendum on the incumbent, and the 2012 election is no different, promising to be about the achievements of President Obama and his administration's impact on our country.

AAUW is pleased that the Obama administration has made significant progress on many of the issues identified in AAUW's Federal Policy Agenda<sup>1</sup> and member-adopted Public Policy Program.<sup>2</sup> Overall, the Obama administration can boast some key victories for women and families. However, the administration's record is troubling or incomplete on some issues; AAUW believes there are several critical policies the White House has yet to address. If the president wins a second term, AAUW urges keen attention to the issues below—especially because it would be women's votes that won him another term. We urge the president to then appoint more women to top leadership and Cabinet positions, as well.

*Note: This report does not examine whether the Republican Party offers a better alternative in areas of perceived weakness. See the AAUW Action Fund Presidential Voter Guide for more info.*

## Summary

- President Obama has been a strong supporter in the fight against pay discrimination, but AAUW believes his administration can do more.
- AAUW has been very pleased by the administration's actions on the issues of bullying and harassment and its work to bring public attention to this important issue.
- Although the administration has made progress in advancing Title IX by rescinding the 2005 athletics regulations, it failed to make progress on other Title IX issues including protecting pregnant and parenting students, rescinding harmful single-sex education regulations, and ensuring proper enforcement.
- AAUW has been pleased that the president has made commitments to an equitable public education system, programs aimed at strengthening science, technology, engineering, and mathematics (STEM) education, and closing the achievement gap. However, we remain concerned about the lack of transparency around the granting of No Child Left Behind waivers as well as the administration's support for private school vouchers.
- AAUW has been gratified by the administration's sustained support of postsecondary and higher education programs, particularly its emphasis on access to affordable education and graduation.

- AAUW has been inspired by President Obama's stated commitment to a woman's right to reproductive health care without government interference. However, we have disagreed with some of the administration's deal-making that has limited this care, such as restrictions to abortion access.
- AAUW has supported President Obama's efforts to move America out of recession, especially his emphasis on retraining and reeducating workers. However, as women's economic recovery continues to lag behind men's,<sup>3</sup> we have been troubled by the administration's willingness to cut funding for the Department of Labor's Women's Bureau and its delay in issuing guidance on gender-based employment affirmative action.
- AAUW has been impressed with President Obama's actions to protect and promote civil rights. His term has seen significant advancements for members and supporters of the lesbian, gay, bisexual, transgender, and questioning (LGBTQ) communities, but we join him in recognizing that more remains to be done to protect the rights of all Americans.
- AAUW believes that creating a work environment that helps employees balance the responsibilities of work and family is good public policy, and we have been pleased by the administration's focus on work-life balance.
- AAUW commends the administration for its high rate of women and minority judicial nominees,<sup>4</sup> although we urge the administration to make judicial nominations at a swifter rate.

### **Pay Equity**

*President Obama has been a strong supporter in the fight against pay discrimination, but AAUW believes the administration can do more.*

- AAUW has been pleased by the Obama administration's strong support for pay equity. The first bill signed into law by President Obama was the Lilly Ledbetter Fair Pay Act, which restored employees' rights to challenge each discriminatory paycheck. It is critical to remember that this law does not address the core issue of equal pay for equal work.
- AAUW is gratified by the president's continued support for the Paycheck Fairness Act (H.R.1519/S.797/S.3220). Though the bill was ultimately blocked by Republicans, AAUW wishes the president had pushed for a deal with moderate Senators to try to secure its passage. We strongly support the administration's increased enforcement of fair pay and worker protection regulations through the Office for Federal Contractor Compliance Programs and the Equal Employment Opportunity Commission. We applaud the cross-agency work of the Equal Pay Enforcement Task Force and the ingenuity of the Equal Pay app challenge.
- AAUW has been disappointed by the administration's failure to issue an executive order forbidding federal contractors from retaliating against employees who ask questions about compensation. This effort would fit perfectly with the administration's "We Can't Wait" initiative and would enact a piece of the Paycheck Fairness Act despite Congress's delay. This protection would help millions of workers seeking equal pay for equal work.

### **School Bullying and Harassment**

*AAUW has been very pleased by the administration's actions on the issues of bullying and harassment and its work to bring public attention to this important issue.*

- AAUW strongly supported the Department of Education's 2010 and 2011 guidances notifying federally-funded schools that they are responsible for preventing and stopping student bullying<sup>5</sup> and sexual harassment.<sup>6</sup> Schools must be held accountable for protecting students, which is why

AAUW was so satisfied by the landmark 2012 settlement with the Anoka-Hennepin School District after an extensive Department of Education investigation into bullying and harassment against students who are or are perceived to be lesbian, gay, bisexual, or transgender.<sup>7</sup>

- AAUW was also gratified when the White House hosted several anti-bullying summits and released videos for the “It Gets Better” campaign, speaking to young people who are being bullied or harassed because of their actual or perceived sexual orientation or gender identity.<sup>8</sup> This support also prompted the administration to endorse two AAUW-supported bills, the Safe Schools Improvement Act (H.R.1648/S.506) and the Student Non-Discrimination Act (H.R. 998/S.555).<sup>9</sup>

## **Title IX**

*Although the administration has made progress in protecting Title IX by rescinding the 2005 athletics regulations, it did not make progress on other Title IX issues including protecting pregnant and parenting students, rescinding harmful single-sex education regulations, and ensuring proper enforcement.*

- AAUW strongly supported the administration’s 2010 rescission of the deeply flawed 2005 “Additional Clarification of Intercollegiate Athletics Policy: Three-Part Test – Part Three.” This decision returned athletics enforcement efforts to the previous standard, requiring schools to consider a number of factors,<sup>10</sup> and gives schools a much better road map for compliance.
- AAUW continues to be disappointed by the administration’s delay in rescinding regulations issued in 2006 that revised long-standing rules governing single-sex educational programs. These regulations roll back the safeguards regarding sex segregation in Title IX, leaving the door open for increased sex discrimination and stereotyping.
- AAUW is troubled by the administration’s delay in issuing guidance to schools protecting the rights of pregnant and parenting students.<sup>11</sup> Pregnant students are frequently pushed toward separate educational facilities, subjected to punishing leave policies, or denied access to extracurricular activities despite the fact that such conduct violates Title IX.<sup>12</sup>
- AAUW was disappointed by the administration’s moves to eliminate federal funding for the Women’s Educational Equity Act. WEEA promotes educational equity for women and girls and is designed to give educators tools and technical assistance to eliminate barriers – such as sex stereotypes in classroom materials and curricula – that keep all students from full participation and success in all areas of education. Title IX enforcement on state and local levels is weakened without this assistance.
- AAUW has long advocated for federal agencies to conduct broad, proactive Title IX compliance reviews at institutions of higher education receiving federal funds, and we are disappointed that this administration has not made this a priority when allocating grant monies. We remain pleased with the leadership of NASA in its compliance program, and urge its adoption throughout the administration.

## **Elementary and Secondary Education**

*AAUW has been pleased that the president has made commitments to an equitable public education system, programs aimed at strengthening science, technology, engineering, and mathematics (STEM) education, and closing the achievement gap. However, we remain concerned about the lack of transparency around the granting of No Child Left Behind waivers as well as the administration’s support for private school vouchers.*

- In the face of Congress’ delay in reauthorizing the Elementary and Secondary Education Act (ESEA), the administration granted waivers to several states, allowing them to opt out of the most contentious provisions of the law. AAUW is encouraged that the administration is holding those seeking waivers accountable for the success of all students by requiring additional efforts to close achievement gaps and demonstrating in detail how they will prepare our children for college and rewarding careers as a condition of these waivers. In no way should the administration agree to

waive the requirement that states, districts, and schools demonstrate continued progress toward improving student academic achievement. AAUW will monitor this issue closely to make sure “flexibility” for states indeed improves student outcomes.

- AAUW was deeply disappointed by the president’s decision to sign the Scholarships for Opportunity and Results (SOAR) Act (H.R. 471), a D.C. private school voucher bill. AAUW strongly opposed this bill, which approved more than \$13 million for school vouchers to children from the District of Columbia. AAUW was especially disappointed that President Obama also agreed to expand the D.C. voucher program to an additional 299 D.C. students for the 2012-2013 school year, reversing his policy of just one year earlier.<sup>13</sup>

### **Postsecondary and Higher Education**

*AAUW has been gratified by the administration’s sustained support of postsecondary and higher education programs, particularly its emphasis on access to affordable education and graduation.*

- AAUW strongly supported the administration’s efforts to increase students’ access to financial support, such as protecting the maximum Pell grant award amount, moving all student loans to the federal government’s less expensive direct lending program,<sup>14</sup> preventing the increase in the interest rate on subsidized students loans,<sup>15</sup> and promoting career and technical education.
- AAUW is troubled by recent limits to the number of semesters students are eligible for Pell grants, a change from 18 semesters to 12. This change will particularly hurt women – in 2007-2008, women made up 81 percent of those students who received Pell grants for more than six years, compared to 66 percent of those who received Pell grants overall<sup>16</sup> – and we urge the administration to find ways to help these students complete their education.
- AAUW was pleased when the administration released guidance on how schools could consider race when making decisions about assignments, admissions, and other programs.<sup>17</sup>
- AAUW supported the administration’s decision to pursue deferred enforcement policies that allow young people without citizenship or residency documentation to pursue education and employment.
- AAUW supported the Department of Education’s regulations on gainful employment, which were a first step toward protecting students from schools that leave them with unmanageable amounts of debt. Unfortunately, the rule was invalidated in a U.S. district court in June 2012.<sup>18</sup>

### **Women’s Health**

*AAUW has been inspired by President Obama’s stated commitment to a woman’s right to reproductive health care without government interference. However, we have disagreed with some of the administration’s deal-making that has limited this care, such as restrictions to abortion access.*

- AAUW’s three main health care reform priorities – ending gender rating, protecting women’s reproductive health services, and ensuring coverage of preventive care – were directly addressed in the Affordable Care Act passed in March 2010 with varying degrees of success.
  - AAUW was pleased by the administration’s decision that only religious employers would be exempt from the requirement to provide an insurance plan that covers contraceptives, and that all other secular and religiously-based organizations, including schools and hospitals, would have to provide this coverage.<sup>19</sup>
  - AAUW was gratified that gender rating, the process by which insurance companies charge men and women different premiums for individually purchased health care plans, was banned for plans offered in both the individual and the small-group markets.
  - AAUW was disappointed that the ACA contained additional reproductive rights restrictions and that it codified the Hyde Amendment.<sup>20</sup> The law’s separate payment requirement is overly burdensome, needlessly stigmatizing of reproductive health care, and could actually reduce overall abortion coverage among private health insurance plans.<sup>21</sup>

- AAUW has been pleased by the administration's sustained support for global 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>22</sup>
- Although AAUW was disappointed that the 2010 health care reform law contained funding for abstinence-only sex education,<sup>23</sup> AAUW is pleased that the Obama administration has moved to decrease other funding opportunities for abstinence-only education.<sup>24</sup>
- AAUW was pleased by the president's support for the Title X Family Planning Program when congressional Republicans attempted to bar federal funds from going to Planned Parenthood Federation of America for the services it provides. AAUW opposes any attempt to undermine Title X funding, which is critical to providing reproductive services to low-income women.
- AAUW has been troubled by several of the administration's decisions that restrict women's access to reproductive health services:
  - We were disappointed that the president proposed and agreed in 2011 to ban Washington, D.C., from using its own taxpayer money to fund abortions for low-income women.
  - We disagreed with the administration's decision<sup>25</sup> to block the Food and Drug Administration's approval of selling emergency contraception to women without restriction, as recommended by the FDA's medical experts. AAUW believes the administration should reverse its decision to restrict the purchase of "Plan B" emergency contraception to women 18 and older.
  - We are disappointed that the administration still has not fully rescinded<sup>26</sup> the Bush-era "conscience clause" regulations, which allow health care providers to deny necessary medical care to women.

### **Economic Opportunity**

*AAUW has supported President Obama's efforts to move America out of recession, especially his emphasis on retraining and reeducating workers. However, as women's economic recovery continues to lag behind men's,<sup>27</sup> we have been troubled by the administration's willingness to cut funding for the Department of Labor's Women's Bureau and its delay in issuing guidance on gender-based employment affirmative action.*

- AAUW has been pleased by President Obama's focus on getting Americans back to work, particularly through the American Jobs Act (AJA). AAUW supported the AJA's focus on providing funding to retain approximately 280,000 teachers who would otherwise be laid off due to state and municipal budget shortfalls. Most of those affected by this are women, who comprise the majority of elementary and secondary teachers. Most importantly, it would have kept classroom sizes smaller and produced better learning outcomes.
- AAUW was pleased to see the Department of Labor's Women's Bureau provide real tools to encourage more women to take advantage of nontraditional training and employment in the green economy.
- AAUW was concerned about President Obama's advocacy for a "temporary" reduction in the payroll tax rate.<sup>28</sup> While this reduction should not immediately affect Social Security's solvency, AAUW is concerned about the long-term and political implications of this "holiday." AAUW is pleased that the president has made no move to extend the holiday beyond its scheduled January 2013 expiration. Reductions to the payroll tax rate breaches Social Security's guaranteed funding stream and forces it to rely on general funding transfers, setting a dangerous economic and political precedent.
- AAUW was troubled by the administration's FY13 budget proposal to cut funding for the Department of Labor's Women's Bureau.<sup>29</sup> Since its founding in 1920, the Women's Bureau has been the only federal agency solely responsible for representing and protecting the needs of women in the workforce. The vital programs of the Women's Bureau should not be undermined while women still face substantial and systemic inequalities at work.

- AAUW has pushed for the administration to issue official guidance on the permissibility of gender-based employment affirmative action, and we are disappointed that this step has not been taken.

### **Civil Rights**

*AAUW has been quite impressed with President Obama's actions to protect and promote civil rights. His term has seen significant advancements for members and supporters of the lesbian, gay, bisexual, transgender, and questioning (LGBTQ) communities, but we join with him in recognizing that more remains to be done to protect the rights of all Americans.*

- AAUW strongly supported the repeal of the military's "don't ask, don't tell" (DADT) policy in September 2011, which banned openly gay, lesbian, and bisexual Americans from serving in America's military.<sup>30</sup>
- AAUW was pleased by the administration's outreach on the issue of bullying and harassment, particularly of LGBTQ students, and its issuance of guidance to better protect all students from bullying and harassment.
- AAUW believes that the Defense of Marriage Act (DOMA) should be repealed and was gratified when the administration announced its support for the repeal.<sup>31</sup>
- AAUW was happy when the Federal Bureau of Investigation announced a change in its definition of "rape" to include both male and female victims and to include sexual assaults in which drugs or alcohol is used to incapacitate victims.<sup>32</sup>
- AAUW was also impressed that the administration made teen dating violence and sexual assault a priority through Vice President Joe Biden's "1 is 2 Many" Campaign.<sup>33</sup> AAUW strongly supported the Department of Education's guidance notifying federally-funded schools that they are responsible for addressing campus sexual assault and violence.<sup>34</sup>
- AAUW was pleased by the president's support of the Mathew Shepard and James Byrd, Jr. Hate Crimes Prevention Act, which became law in October 2009. This long-overdue expansion of the law strengthens the federal response to hate crimes, expands hate crimes protection categories to cover violent crimes motivated by gender, gender identity, sexual orientation, or disability, and provides local and state law enforcement with additional training and resources.<sup>35</sup>
- Although AAUW has been gratified by the administration's efforts to address issues faced by female servicemembers, more steps needs to be taken:
  - Provide additional resources and momentum to the Department of Defense's sexual assault initiative, and speed up its implementation.
  - Expand the Department of Veterans Affairs' two-year pilot program assessing the feasibility of providing childcare for qualified veterans to include such services for veterans receiving job training, not just medical care.
  - Equip Veterans Affairs medical facilities nationwide to address the gender-specific health care needs of women veterans. Some VA facilities do not offer obstetric or gynecological services, forcing female veterans to seek medical care elsewhere.
  - Reconfigure the VA's research and medical studies to include women as test subjects. For example, research has concluded that women tend to manifest post-traumatic stress disorder (PTSD) differently than men, yet no comprehensive study of PTSD has included gender as a variable.

### **Work-Life Balance**

*AAUW believes that creating a work environment that helps employees balance the responsibilities of work and family is good public policy, and we have been pleased by the administration's focus on work-life balance.*

- AAUW has been pleased by the administration's inclusion of the State Paid Leave Fund in its proposed budgets,<sup>36</sup> its vocal support for the Healthy Families Act (H.R.1876/S.984),<sup>37</sup> and its efforts to expand employees' access to Family Medical Leave Act protections.<sup>38</sup>
- AAUW was happy about the creation of the National Science Foundation's Career-Life Balance Initiative, a 10-year plan to provide greater flexibility for researchers on NSF-funded grants. However, we urge the administration to develop and release concrete participation targets and a timeline for this program.
- AAUW believes that the administration should update federal research grant memoranda of understanding to clarify that researchers are able to access family or personal leave without penalty while conducting research projects. This issue can drive women away from science, technology, engineering, and math fields entirely in pursuit of careers perceived as more conducive to work-life balance.

## **Judicial Nominations**

AAUW commends the administration for its high rate of women and minority judicial nominees,<sup>39</sup> although we urge the administration to make judicial nominations at a swifter rate.<sup>40</sup>

- AAUW is quite impressed by the administration's record in nominating female judges. As of September 2012, President Obama had seen nearly as many female judges confirmed in one term than President George W. Bush saw in two terms.<sup>41</sup>
- AAUW has also been pleased by the president's decision to fill two Supreme Court vacancies with women. With the addition of Obama nominees Sonia Sotomayor and Elena Kagan, three women now serve together on the U.S. Supreme Court.

Although much has changed since President Obama first took office, many challenges remain. The achievements and disappointments of the last four years have only strengthened the resolve of AAUW and its 150,000 members and supporters. No matter who is elected president in 2012, AAUW looks forward to working with the administration to break through barriers for women and girls.

September 2012

<sup>1</sup> AAUW. (2011). *Federal Policy Agenda for 2011-2012*. Retrieved August 22, 2012, from [www.aauw.org/act/issue\\_advocacy/upload/federalpolicyagenda.pdf](http://www.aauw.org/act/issue_advocacy/upload/federalpolicyagenda.pdf)

<sup>2</sup> AAUW. (June 2011). *2011-13 AAUW Public Policy Program*. Retrieved August 22, 2012, from [www.aauw.org/advocacy/issue\\_advocacy/principles\\_priorities.cfm](http://www.aauw.org/advocacy/issue_advocacy/principles_priorities.cfm)

<sup>3</sup> Institute for Women's Policy Research. (September 2012). *103,000 New Jobs in the Private Sector: Women Continue to Lose Government Jobs*. Retrieved September 14, 2012 from [www.iwpr.org/publications/recent-publications](http://www.iwpr.org/publications/recent-publications)

<sup>4</sup> *The New York Times*. (August 6, 2011). *For Obama, a Record on Diversity but Delays on Judicial Confirmations*. Retrieved February 16, 2012, from [www.nytimes.com/2011/08/07/us/politics/07courts.html?pagewanted=all](http://www.nytimes.com/2011/08/07/us/politics/07courts.html?pagewanted=all)

<sup>5</sup> Department of Education Office for Civil Rights. (October 26, 2010). *Letter*. Retrieved August 22, 2012, from [www2.ed.gov/about/offices/list/ocr/letters/colleague-201010.pdf](http://www2.ed.gov/about/offices/list/ocr/letters/colleague-201010.pdf)

<sup>6</sup> Department of Education Office for Civil Rights. (April 4, 2011). *Letter*. Retrieved August 22, 2012, from [www2.ed.gov/about/offices/list/ocr/letters/colleague-201104.pdf](http://www2.ed.gov/about/offices/list/ocr/letters/colleague-201104.pdf)

<sup>7</sup> The White House. (March 8, 2012). *U.S. Departments of Justice and Education Resolve Harassment Allegations in Anoka-Hennepin School District*. Retrieved September 5, 2012, from [www.whitehouse.gov/blog/2012/03/08/us-departments-justice-and-education-resolve-harassment-allegations-anoka-hennepin-s](http://www.whitehouse.gov/blog/2012/03/08/us-departments-justice-and-education-resolve-harassment-allegations-anoka-hennepin-s)

<sup>8</sup> The White House. (2010). *It Gets Better*. Retrieved December 30, 2010, from [www.whitehouse.gov/itgetsBetter](http://www.whitehouse.gov/itgetsBetter)

<sup>9</sup> The White House. (April 20, 2012). *Ending Bullying in Our Schools & Communities*. Retrieved September 5, 2012, from [www.whitehouse.gov/blog/2012/04/20/ending-bullying-our-schools-communities](http://www.whitehouse.gov/blog/2012/04/20/ending-bullying-our-schools-communities)

<sup>10</sup> The White House. (April 20, 2010). *Vice President Biden Announces Strengthening of Title IX*. Retrieved September 25, 2012, from [www.whitehouse.gov/the-press-office/vice-president-biden-announces-strengthening-title-ix](http://www.whitehouse.gov/the-press-office/vice-president-biden-announces-strengthening-title-ix)



<sup>11</sup> Education Week. (June 12, 2012) *Title IX Promise Unmet for Pregnant Students*. Retrieved September 14, 2012, from [www.edweek.org/ew/articles/2012/06/13/35titleixsocial.h31.html](http://www.edweek.org/ew/articles/2012/06/13/35titleixsocial.h31.html)

<sup>12</sup> National Coalition for Women and Girls. (June 2012). *Title IX at 40: Working to Ensure Gender Equity in Education*. Retrieved August 23, 2012, from <http://ncwge.org/TitleIX40/TitleIX-print.pdf>

<sup>13</sup> *The Washington Post*. (August 4, 2012). *Private-School Vouchers go to About 300 D.C. Students*. Retrieved September 5, 2012, from [www.washingtonpost.com/local/education/private-school-vouchers-go-to-about-300-dc-students/2012/08/04/3558b078-de5a-11e1-af1d-753c613ff6d8\\_story.html](http://www.washingtonpost.com/local/education/private-school-vouchers-go-to-about-300-dc-students/2012/08/04/3558b078-de5a-11e1-af1d-753c613ff6d8_story.html)

<sup>14</sup> *The New York Times*. (March 25, 2010). *Student Loan Overhaul Approved by Congress*. Retrieved November 18, 2010, from [www.nytimes.com/2010/03/26/us/politics/26loans.html?\\_r=2&hp](http://www.nytimes.com/2010/03/26/us/politics/26loans.html?_r=2&hp)

<sup>15</sup> CNN Money. (March 13, 2012). *Students Lobby to Keep Interest Rates Lower*. Retrieved March 14, 2012, from [http://money.cnn.com/2012/03/13/pf/college/student\\_loans/](http://money.cnn.com/2012/03/13/pf/college/student_loans/)

<sup>16</sup> U.S. Department of Education. (2008). National Center for Education Statistics, *NPSAS: 2008 Undergraduate Students*. Retrieved March 14, 2012, from <http://nces.ed.gov/dasolv2/tables/mainPage.asp?mode=NEW&filenumber=51>

<sup>17</sup> U.S. Departments of Education and Justice. (December 2, 2011). *Guidance on the Voluntary Use of Race to Achieve Diversity in Postsecondary Education*. Retrieved December 22, 2011, from [www2.ed.gov/about/offices/list/ocr/docs/guidance-pse-201111.pdf](http://www2.ed.gov/about/offices/list/ocr/docs/guidance-pse-201111.pdf)

<sup>18</sup> *The New York Times*. (July 1, 2012). *Judge Strikes Main Element of For-Profit College Rules*. Retrieved September 25, 2012, from [www.nytimes.com/2012/07/02/education/judge-strikes-a-for-profit-college-regulation.html](http://www.nytimes.com/2012/07/02/education/judge-strikes-a-for-profit-college-regulation.html)

<sup>19</sup> *Time*. (January 21, 2012). *Obama Administration: Religious Employers Must Pay for the Pill*. Retrieved February 7, 2012, from <http://healthland.time.com/2012/01/21/obama-administration-religious-employers-must-pay-for-the-pill/#ixzz1ljcp5BPI>

<sup>20</sup> Planned Parenthood Federation of America (2009). *Questions and Answers on the Nelson Abortion Check Provision*. Retrieved March 5, 2010, from [www.plannedparenthoodaction.org/positions/activist-tool-kit-765.htm](http://www.plannedparenthoodaction.org/positions/activist-tool-kit-765.htm)

<sup>21</sup> Sara Rosenbaum, George Washington University Medical Center (December 21, 2009). *Abortion Provisions in the Senate Managers Amendment*. Retrieved March 5, 2010, from [www.talkingpointsmemo.com/documents/2009/12/gwu-analysis-of-nelson-provision.php?page=1](http://www.talkingpointsmemo.com/documents/2009/12/gwu-analysis-of-nelson-provision.php?page=1)

<sup>22</sup> The White House. (January 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>23</sup> Sexuality Information and Education Council of the United States. (March 18, 2010). *Latest Version of Health Care Bill Includes Money for Failed Abstinence-Only-Until-Marriage Programs*. Retrieved February 22, 2011, from [www.siecus.org/index.cfm?fuseaction=Feature.showFeature&FeatureID=1873](http://www.siecus.org/index.cfm?fuseaction=Feature.showFeature&FeatureID=1873)

<sup>24</sup> NARAL Pro-Choice America (December 14, 2009). *NARAL Pro-Choice America Marks Progress in Omnibus Spending Bill*. Retrieved January 6, 2009, from [www.prochoiceamerica.org/news/press-releases/2009/pr12142009\\_omnibusspendingbill.html](http://www.prochoiceamerica.org/news/press-releases/2009/pr12142009_omnibusspendingbill.html)

<sup>25</sup> U.S. Department of Health and Human Services. (December 7, 2011). *A Statement by U.S. Department of Health and Human Services Secretary Kathleen Sebelius*. Retrieved December 23, 2011, from [www.hhs.gov/news/press/2011pres/12/20111207a.html](http://www.hhs.gov/news/press/2011pres/12/20111207a.html)

<sup>26</sup> The Federal Register. (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 December 23, 2011, from [edocket.access.gpo.gov/2009/pdf/E9-5067.pdf](http://edocket.access.gpo.gov/2009/pdf/E9-5067.pdf)

<sup>27</sup> Institute for Women's Policy Research. (September 2012). *103,000 New Jobs in the Private Sector: Women Continue to Lose Government Jobs*. Retrieved September 14, 2012 from [www.iwpr.org/publications/recent-publications](http://www.iwpr.org/publications/recent-publications)

<sup>28</sup> *U.S. News & World Report*. (November 22, 2011). *Obama Urges GOP to Support Payroll Tax Cut*. Retrieved December 13, 2011, from [www.usnews.com/news/articles/2011/11/22/obama-urges-gop-to-support-payroll-tax-cut](http://www.usnews.com/news/articles/2011/11/22/obama-urges-gop-to-support-payroll-tax-cut)

<sup>29</sup> U.S. Department of Labor. (February 2012). *FY2013 Department of Labor Budget in Brief*. Retrieved March 14, 2012, from [www.dol.gov/dol/budget/2013/PDF/FY2013BIB.pdf](http://www.dol.gov/dol/budget/2013/PDF/FY2013BIB.pdf), see page 66.

<sup>30</sup> NPR. (September 20, 2011). *With Repeal Of 'Don't Ask, Don't Tell,' An Era Ends*. Retrieved December 30, 2011, from [www.npr.org/2011/09/20/140605121/with-repeal-of-dont-ask-dont-tell-an-era-ends](http://www.npr.org/2011/09/20/140605121/with-repeal-of-dont-ask-dont-tell-an-era-ends)





<sup>31</sup> *The Washington Post*. (July 19, 2011). *Obama Backs Bill to Repeal Defense of Marriage Act*. Retrieved July 19, 2011, from [www.washingtonpost.com/politics/obama-backs-bill-to-repeal-defense-of-marriage-act/2011/07/19/gIQA03eQOI\\_story.html](http://www.washingtonpost.com/politics/obama-backs-bill-to-repeal-defense-of-marriage-act/2011/07/19/gIQA03eQOI_story.html)

<sup>32</sup> Federal Bureau of Investigation. (October 19, 2011). *Advisory Board Subcommittee Votes to Change Definition of Rape in Uniform Crime Reporting Program*. Retrieved December 30, 2011, from [www.fbi.gov/news/pressrel/press-releases/advisory-board-subcommittee-votes-to-change-definition-of-rape-in-uniform-crime-reporting-program](http://www.fbi.gov/news/pressrel/press-releases/advisory-board-subcommittee-votes-to-change-definition-of-rape-in-uniform-crime-reporting-program)

<sup>33</sup> The White House. (2011). *1 is 2 Many*. Retrieved December 30, 2011, from [www.whitehouse.gov/1is2many](http://www.whitehouse.gov/1is2many)

<sup>34</sup> Department of Education Office for Civil Rights. (April 4, 2011). *Letter*. Retrieved August 22, 2012, from [www2.ed.gov/about/offices/list/ocr/letters/colleague-201104.pdf](http://www2.ed.gov/about/offices/list/ocr/letters/colleague-201104.pdf)

<sup>35</sup> U.S. Government Printing Office. (2009). H.R.2647: *National Defense Authorization Act for Fiscal Year 2010, Division E*. Retrieved February 15, 2011, from [www.opencongress.org/bill/111-h2647/text](http://www.opencongress.org/bill/111-h2647/text)

<sup>36</sup> U.S. Department of Labor. (February 2011). *FY 2012 Budget in Brief*. Retrieved December 12, 2011, from [www.dol.gov/dol/budget/2012/bib.htm#statepl](http://www.dol.gov/dol/budget/2012/bib.htm#statepl)

<sup>37</sup> The White House Middle Class Task Force (November 12, 2009). *Support for Working Families: Paid Leave and the Healthy Families Act*. Retrieved December 30, 2009, from [www.whitehouse.gov/blog/2009/11/12/support-working-families-paid-leave-and-healthy-families-act](http://www.whitehouse.gov/blog/2009/11/12/support-working-families-paid-leave-and-healthy-families-act)

<sup>38</sup> The Federal Register. (August 26, 2011). *Agency Information Collection Activities; Submission for OMB Review; Comment Request; Family and Medical Leave Act Employer and Employee Surveys, 2011*. Retrieved September 22, 2011, from [www.gpo.gov/fdsys/pkg/FR-2011-08-26/html/2011-21849.htm](http://www.gpo.gov/fdsys/pkg/FR-2011-08-26/html/2011-21849.htm)

<sup>39</sup> *The New York Times*. (August 6, 2011). *For Obama, a Record on Diversity but Delays on Judicial Confirmations*. Retrieved February 16, 2012, from [www.nytimes.com/2011/08/07/us/politics/07courts.html?pagewanted=all](http://www.nytimes.com/2011/08/07/us/politics/07courts.html?pagewanted=all)

<sup>40</sup> Ibid.

<sup>41</sup> Alliance for Justice. (September 10, 2012). *Judicial Nominations Snapshot, Table IV*. Retrieved September 14, 2012, from [www.afj.org/judicial-selection/judicial-selection-snapshot.pdf](http://www.afj.org/judicial-selection/judicial-selection-snapshot.pdf)