

Jillian Leonard-Bouley

October 7, 2009

ATP Semester Grant Application; Fall 2009

Mentor: Maggie Lowe (History)

Project Description:

1. Piecing Together the Puzzle: The Equal Employment Opportunity Commission (EEOC) and Commissioner Eleanor Holmes Norton 's Role in Focusing Enforcement Efforts on Equal Right's for the Working Woman.
2. This project will address Eleanor Holmes Norton's significant role as Commissioner of the EEOC from 1970-1977. The research question that will be addressed focuses on Norton's ability to aid the equal rights movement for women in the workforce and how her contributions led to greater opportunities for working women in America in the 1970's.
3. The main methodology that will be employed to conduct research is an analysis of primary source documents such as, reports from the New York City Commission on Human Rights, interviews conducted with Norton, and other various and significant documents from the era. The documents will be analyzed from a historical viewpoint in relation to social, economic, and gender issues.
4. Within the academic field of history, this research is significant in understanding the great strides that women's employment history has taken within the past few decades. Also, in order to fully understand the significance of the EEOC, one must pay particular attention to the efforts exerted for women's equal rights. Historically, the workforce was a huge area in which gender inequalities occurred frequently and publically. The changes that occurred in the 1970's reflect not only the development of an awareness of gender workforce inequalities, but also the greater significance of physical dramatic social and political change, as lead by Norton. For others outside of the field of history, this research can relate to society on many levels. American society can reflect on the inequalities of the past and relate it to their lives in terms of their family and their current social and economic status. Gender equality history has left a significant impact on our current society and others will be able to appreciate the struggles and success that past peoples have learned from and contributed to greatly.

Budget Justification:

- Books
 - Total \$77.59 plus shipping
 - There are several books that Norton has written herself or has been a co-author of that would be helpful in writing my research paper. I would be able to gain insight into her major beliefs. These books are on Amazon.com and are as follows:
 - Fire in My Soul \$11.20
 - Women's Contemporary Role in Society \$2.02

- A conversation with Commissioner Eleanor Holmes Norton: Held on June 29, 1979 at the American Enterprise Institute for Public Policy Research, Washington, D.C \$5.20
 - Eleanor Holmes Norton (African-American Leaders \$30.00
 - EEOC: The Real Deal: (Equal Employment Opportunity Commission) \$28.99
 -
- Photocopying/Printing
 - \$30.00
 - Many of my sources have been acquired through Inter-Library Loans and have a short loan period. I will need to make many copies of my sources in order to be able to conduct my research. For instance, I have transcripts from the American Enterprise Institute for Public Policy and Research's interviews with Eleanor Holmes Norton. I will need to make copies of these interviews in order to aid my understanding of Norton's position and contribution to the EEOC.
 - I am also going to be making copies of photographs of Norton that are published within my sources. These will help others, who are unfamiliar with her contributions, to be able to place a face with a name, especially since Norton is the current Congresswoman for the District of Colombia.
- Basic Supplies
 - \$50.00
 - Ink cartridges and computer paper for home computer. As a commuter, I use my home computer and printer more often than BSC's facilities. I will be printing online journals and documents quite frequently in order to conduct my research thoroughly.
- Research-Related Travel
 - \$25.00
 - Some of the primary source documents I intended to utilize were unavailable via Inter-Library Loan. I plan to travel to Harvard to use their library facilities. One of their sources is a PBS documentary and transcripts from 1972 that would be quite helpful in gaining insight into the lives of working women during this era. This will aid my research because I will be able to interpret and analysis how the women working class viewed themselves at this pivotal time in American gender discrimination.
- Budget Total

| | |
|--|----------|
| ○ Books | \$80.00 |
| ○ Photocopying/Printing | \$30.00 |
| ○ Basic Supplies | \$50.00 |
| ○ Research-Related Travel | \$25.00 |
| <hr style="border: 0.5px solid black;"/> | |
| ○ TOTAL | \$185.00 |