

## III. HISTORY OF NOW'S EFFORTS TO SECURE ENFORCEMENT

A. Office of Federal Contract Compliance

1. After it was organized in 1966, N.O.W. pressed for amendment of Order 11246 to include sex.
2. August, 1969:  
N.O.W. testified at OFCC hearings on proposed guidelines on sex discrimination.
3. N.O.W. pressed for the release of the proposed sex discrimination guidelines, issued Jan. 17, 1969.
4. June 1970  
When the guidelines were released June, 1970, N.O.W. protested their weakened form and succeeded in getting the EEOC's definition of bona fide occupational qualification to apply. N.O.W. also protested the elimination of a requirement for goals and timetables in affirmative action programs for women. N.O.W. launched a campaign to bring Congressional pressure on the Labor Department to secure goals and timetables. Support came from Sen. Margaret Chase Smith, Rep. Edith Green, Rep. Patsy Mink, Rep. Florence Dwyer, Sen. Jacob Javits, Sen. Marlow Cook, Sen. Charles Goodell, Rep. Donald Frazier, Rep. Abner Mikva, Rep. Edward Koch and others.
5. July 25, 1970  
N.O.W. forced a meeting with Secretary of Labor Hodgson to demand that goals and timetables be applied to women.
6. July 30, 1970  
N.O.W. conducted demonstrations at the 14-city National Association of Manufacturers teleconference on equal enforcement to protest the elimination of goals and timetables.
7. July 31, 1970  
The next day, Secy. Hodgson issued a statement declaring that goals and timetables would apply to women but that women's availability could not be determined by the methods used for other minorities. He promised to set up a committee to work out procedures for determining availability.
8. October 1970  
N.O.W. made recommendations for the members of the Committee and pressed for months for, first, appointment of the Committee, and then for meetings. It took months to get the appointments made and the meeting still had not taken place.