



Introduction

When the U.S. dropped the first atomic bomb in 1945, signaling the birth of the Atomic Age, it transformed global politics. Once again, it changed in 1953 when the USSR tested its first thermonuclear weapon, motivating the experts behind the 'Doomsday Clock,' a symbolic measure of how close humanity was to global catastrophe, to move it a minute closer to midnight. The U.S. was no longer the only nation with nuclear weapons, meaning global leaders now had to navigate the politics of deterrence via "mutually assured destruction," and the security dilemma, or the downward spiral of nuclear armament. This emerged a new challenge for superpowers and non-superpowers alike—how do we shape global politics without contributing to the end of the world? How can we continue to wage a war of ideologies between capitalism and communism (and occasionally, the divisions within them) without resorting to nuclear war?



Source: Frank Miller (*Des Moines Register*), 1962¹

For non-superpowers, this generally meant one of two strategies: (1) bandwagoning onto a side or (2) joining India and Yugoslavia in a non-aligned movement. This also meant investing in new tactics to propel national agendas and foreign policy for superpowers and non-superpowers alike. For the U.S. in 1961, this looked like committing billions towards Latin America via the anti-communist Alliance for Progress, founding the Peace Corps program, and continuing multilateral trade negotiations in the Dillon Round of the General Agreement on Tariffs and Trade (GATT), among other strategies.

Delegates of this body will be challenged to adapt to the volatility of political brinkmanship, among other global transformations, in order to advocate for the interests, values, and priorities

¹https://digital.lib.uiowa.edu/islandora/object/ui%3Atestingmiller2_93



of their country. They will be occupied by a set of general objectives to (1) promote peaceful coexistence or, at a minimum, help prevent the end of the world as we know it, (2) advocate for certain values and ideologies on the world stage (whether that be capitalist or communist, or something else), and (3) practicing new tactics of Cold War politics to accomplish these two items.

State of the World: October 15th, 1962

Each passing year recently has brought with it a list of newly independent countries, the majority based in Africa and former colonies, such as Algeria which became independent from France back in March. There is a growing number of seats represented at the table of global discussions—echoing additional voices and accounting for more interests—but this movement has not come without new issues. Civil conflict may erupt from power vacuums created in transitions of decolonization, and newly independent nations may be volatile sites of conflict, as has been seen with the crisis in Congo. Divisions in developing countries have become an opportune breeding ground for intensifying factionalism, weaponized in the battle of influences between communism and capitalism, escalated by proxy warfare, external intervention, and foreign aid. For this reason, Southeast Asia in particular has become an international battleground for—as well as against—communism.

Indeed, conflicts between communist and anti-communist groups have broken out across Indochina. In South Vietnam, Ngo Dinh Diem's anti-communist regime struggles to keep the ever-increasing numbers of Viet Cong at bay. Tensions remain high in the highly fragmented and impoverished state of Laos where the communist Pathet Lao competes for power with the US-backed Royal Lao Army, even following the state's commitment to neutrality earlier this year. Korea has remained divided and has actually seen a recent escalation of tensions following the seizure of power by military dictator Park Chung Hee in South Korea last year, soon responded to by increased militarization from North Korea. The battle for or against communism is also being waged in other regions of the world, for instance, in the German city of Berlin where a wall was constructed last year—quite literally dividing the city by political lines—or in Cuba where communist leader Fidel Castro has remained in power for several years, despite attempts to overthrow his regime.

The U.S. is increasingly uneasy about Soviet ties to Cuba and the possibility of its nuclear armament, especially since a Cuban nuclear base would be within reach of attacking American soil. On the other hand, in light of the Sino-Soviet split, the USSR is all the more pressured to create and maintain allies such as Cuba. Meanwhile, India continues to spearhead a movement of non-alignment, trying to avoid escalating tensions between superpowers as well as avoid alienating potential allies. Skirmishes at the border of China and India threaten to bloom into a



full-blown war, currently stalemated with the “armed coexistence” of outposts across the disputed territory. These issues, the solutions delegates develop, and the decisions they make in these defining moments—minutes to the brink of disaster according to the Doomsday Clock—will shape how the rest of 1962 will unfold and will pave the future of the Atomic Age.

What is the President's Commission on the Status of Women (PCSW)?

President John F. Kennedy created the President's Commission on the Status of Women on December 14th, 1961 through Executive Order 10980. The Commission is a bipartisan group of community leaders, public officials, and experts. It has kindled collaboration across fifty different organizations, six government agencies, and among hundreds of individuals. It is chaired by feminist icon and former First Lady Eleanor Roosevelt herself, a seasoned activist in women's and labor rights in both the United States and beyond, even helping write the famous Universal Declaration of Human Rights.² This new Commission, almost a year old, is responsible for identifying and advocating for effective pathways to pursue the goals of second-wave feminism—building political power among women using the won suffrage rights from the first wave, fighting for improved conditions for women nationwide, and decreasing inequality across the board.

As appointed members of the Commission, you are responsible for creating recommendations and giving policy input to the President himself. The Commission may collaborate with executive departments and federal agencies, and it is authorized to utilize consultants and relevant experts. Your voices will be heard by all kinds of important decision-makers and powerful agents in the country. Whether the U.S. government will be accountable to the needs and voices of everyday American women, including ones from minority groups, and how they will prioritize such policy items, will be up to you. The decisions and recommendations of the Commission will help shape the futures of America's 94 million women³ and the affordances made to their advancement in our democratic society.

Figure 2. President John F. Kennedy Meets with President's Commission on the Status of Women⁴

²<https://www2.gwu.edu/~erpapers/mep/displaydoc.cfm?docid=erpintrob>

³<https://countryeconomy.com/demography/population/usa?year=1962>

⁴https://www.jfklibrary.org/asset-viewer/archives/JFKWHP/1962/Month%2002/Day%2012/JFKWHP-1962-02-12-A?image_identifier=JFKWHP-AR7035-A



Chicago International Model United Nations XX (1962)
President's Commission on the Status of Women (PCSW)



Source: John F. Kennedy Presidential Library and Museum, 1962



A Note on Dog-Whistle Racism and Decorum

At CIMUN, we recognize that 1962 was a pivotal time for civil rights in the United States. Our principles encourage historical accuracy, however, it is worth noting that all participants in CIMUN shall conduct themselves with a professional, academic, non-colloquial tone. Sensitive issues call for appropriate language, and CIMUN notes that controversial opinions can be expressed respectfully.

It is important to mention, moreover, the historical use of dog whistle language, especially in formal political bodies. This means referring to certain sentiments such as bigotry often in a way that does not use inflammatory or explicit references. It is a form of political strategy to appeal to racist allies while simultaneously trying to minimize pushback and criticism. Dog whistle racism is often explained in political theory citing a well-known 1981 interview, and in particular, a quote from political strategist Lee Atwater (1981) on the 'Southern Strategy':⁵

“By 1968 you can't say '[n-word]'—that hurts you, backfires. So you say stuff like, uh, forced busing, states' rights, and all that stuff, and you're getting so abstract. Now, you're talking about cutting taxes, and all these things you're talking about are totally economic things and a byproduct of them is, Blacks get hurt worse than whites.... 'We want to cut this,' is much more abstract than even the busing thing, uh, and a hell of a lot more abstract than “[n-word], [n-word].”

This is all to say: important debates around civil rights in the '60s often centered around policy discussions and the role of the government. Discussions did not always center around validating or invalidating anti-Black racism, but leaving it up to the state or private institutions to enforce (or in actuality, not enforce) integration or arguing about government overreach or underreach when it came to civil rights issues. This approach is seen, for example, in segregationist George Wallace's famous 1963 inauguration as Alabama governor:⁶

“Today I have stood, where Jefferson Davis [Confederate President] stood, and took an oath to my people. It is very appropriate then that from this Cradle of the Confederacy, this very Heart of the Great Anglo-Saxon Southland, that today we sound the drum for freedom as have our generations of forebears before us done, time and again down through history. Let us rise to the calls of freedom-loving blood that is in us and send our answer to the tyranny that clanks its chains upon the South. In the name of the greatest people that have ever trod this earth, I draw the line in the dust and toss the gauntlet before the feet of tyranny... and I say... segregation now.... segregation tomorrow... segregation forever.”

Read more about Dog Whistle Politics During the Civil Rights Movement:

- <https://www.law.berkeley.edu/php-programs/courses/fileDL.php?fID=7213>
- <https://www.loc.gov/exhibits/civil-rights-act/civil-rights-era.html>
- <https://nationalhumanitiescenter.org/tserve/freedom/1917beyond/essays/crm.htm>

⁵<https://www.thenation.com/article/archive/exclusive-lee-atwaters-infamous-1981-interview-southern-strategy/>

⁶<https://media.al.com/spotnews/other/George%20Wallace%201963%20Inauguration%20Speech.pdf>



Topic A - Women in the Workforce: Labor Standards and Practices

Increasingly, women are appearing in offices, schools, hospitals, factories, and other types of workplaces across the nation. During the world wars, it became increasingly visible and acceptable for women to enter the workforce, even sometimes branded as part of the war effort with cultural symbols like “Rosie the Riveter” promoting the idea of patriotic womanhood. As World War II came to a close, however, this shift reversed and the view of female workers became less positive. Companies disproportionately laid off female workers, many of whom were replaced by returning veterans, with many women consequently pushed into lower-paying jobs.

Despite changing developments and societal portrayals of working women, we have seen gradual and rather consistent growth in the number of employed women. Women's composition of the workforce grew from 34.6 percent in October 1952 to about 38 percent in October 1962.⁷ Altogether, around 24.5 million women and growing participate in the workforce today.⁸ For around 7 million women this has entailed clerical work—the most common type of women's employment—involving secretarial and administrative tasks.⁹ Millions of women hold jobs as household workers, often with low wages, long hours, and without unions. Indeed, only around 15 percent of working women are members of a union, which some experts argue may explain why so many working women hold such little bargaining power and often consequently face lower pay and worse conditions.¹⁰

Women increasingly participate in new activities and sectors, but not always without resistance. Indeed, there are certain obstacles that women in particular have confronted while joining the workforce and unequal standards they have experienced once entered. One of the clearest examples of this is disparity in wages. In 1961, a full-time employed woman made an average annual income of \$3,342 while men earned \$5,663.¹¹ The difference is even more stark compared with Black women, who only made \$2,264 on average. Black women, moreover, are more likely to have to work while also raising children, including over half of whom have children between 3 and 17 years of age.¹²

Significant gaps exist in educational attainment. Last year around 1.5 million women enrolled in college, nearly a million less than men, and of women in the workforce, around 60 percent

⁷<https://babel.hathitrust.org/cgi/pt?id=coo.31924002665549&seq=7>

⁸Ibid.

⁹Ibid.

¹⁰<https://ecommons.cornell.edu/server/api/core/bitstreams/c591d500-437f-4e87-9eba-257e0ffc1bdc/content>

¹¹<https://babel.hathitrust.org/cgi/pt?id=coo.31924002665549&seq=7>

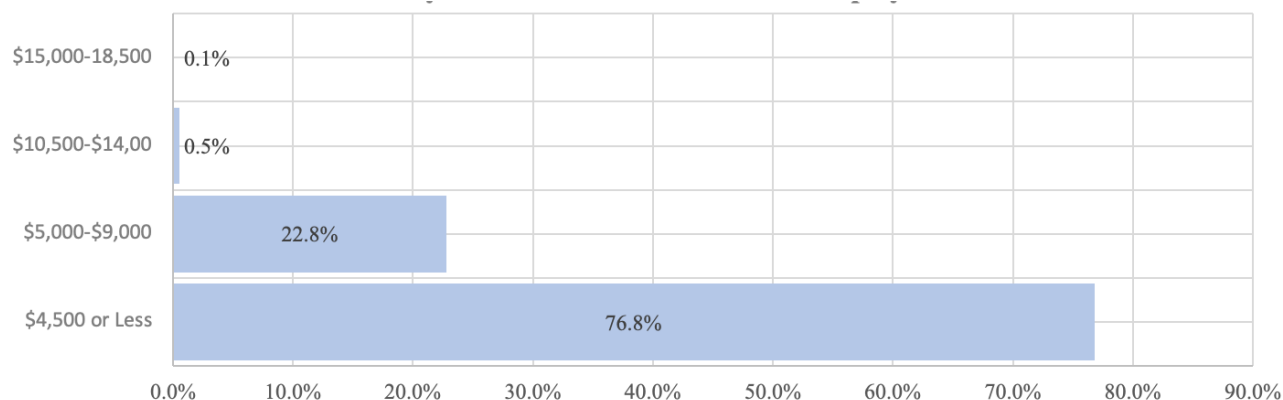
¹²<https://babel.hathitrust.org/cgi/pt?id=mdp.39015016913678&seq=36&q1=progress+report>



graduated high school and only 20 percent had some college education.¹³ Postsecondary education is an important pathway to better opportunities and higher wages. As a result, experts and activists often point to school counseling and vocational education as vital programs for working American women.

There are also societal and cultural assumptions that sometimes work against women. Men are more likely to be promoted (even controlling for age and education) and report believing men to make better managers.¹⁴ It is generally assumed that employees would be less satisfied working under women, revealing how gender plays a role in workplace respectability in a way that discriminates against women. As some preliminary research executed by the Commission in the private sector has indicated, although women are often equated with negative traits such as unreliability and absenteeism, other factors (and not gender) better explain these differences.¹⁵ Employers often list positions as “male only” out of habit, lacking an actual rationale for excluding women. A recent study from the Civil Service Commission showed that of the three highest-graded federal positions, 94 percent were listed for male applicants.¹⁶ Similarly, a survey last year from the National Office Management Association showed that over half of firms would explicitly prioritize promoting male employment over their female counterparts with the same qualifications.¹⁷

Figure 3. Annual Salaries of Female Employees - Federal White Collar Jobs Survey¹⁸



Source: Committee on Federal Employment, October 1961

The ramifications of supporting women in the workforce are two-fold: (1) decreasing poverty and improving livelihoods, and (2) contributing towards the national economy and, consequently,

¹³<https://babel.hathitrust.org/cgi/pt?id=coo.31924002665549&seq=7>

¹⁴<https://ecommons.cornell.edu/server/api/core/bitstreams/c591d500-437f-4e87-9eba-257e0ffc1bdc/content>

¹⁵Ibid.

¹⁶<https://www.jfklibrary.org/asset-viewer/archives/USPCSW/001/USPCSW-001-001>

¹⁷Ibid.

¹⁸Ibid.



the U.S.'s efforts to outgrow and advance past its communist competitors.¹⁹ Unemployment threatens to worsen in the future without vast strides in our national economy, keeping pace with population growth during the postwar baby boom. The work of the Commission has great potential in aiding an important front to this issue by mitigating gender discrimination and promoting improvements for working women. As Eleanor Roosevelt pointed out: "We need to use in the very best way possible all our available manpower—and that includes womanpower—and this commission, I think, can well point out some of the ways in which this can be accomplished" (para. 7).²⁰

Historically, organizations such as the National Women's Trade Union League (NWTUL) and the National Consumers League (NCL) played an important role in state-level advocacy to improve labor conditions including raising the minimum wage and other economic policies.²¹ At the federal level, legislation passed last year in 1961 increased the minimum wage for millions of workers. Similarly, the Manpower Development and Training Act of 1962 invested money in developing national infrastructure in a way that also helped fight unemployment. However, policies made to improve the economy across the board sometimes disproportionately help men over women and neglect issues specific to female workers.

In March of last year, Executive Order 10925 was signed, applying affirmative action and prohibition of discrimination in federal service by "race, color, religion, or national origin."²² This along with other developments in anti-discrimination has kindled discussions about whether discrimination by gender should be lumped in with race (in order to backpack off the victories of the civil rights movements) and evaluating the importance of policy actions that specifically take on gender inequality. There are also disagreements about whether these kinds of anti-discrimination policies should be voluntary or mandated by law, especially regarding the private sector.

Topic B - Promoting the Civic Empowerment of Women

Women first achieved the right to vote in 1920, and, despite the near doubling of the pool of potential voters, it took decades for women to be taken seriously as a political bloc with their own power and interests. Although the gap has been decreasing, voter turnout rates tend to be greater among males (see Figure 1 below). This all stands to reason: it is not just policy on paper that shapes power in politics, but also the movement and development of grassroots organizing and community infrastructures. The suffrage coalition was replaced by interest groups, often

¹⁹<https://publishing.cdlib.org/ucpressebooks/view?docId=ft367nb2ts;brand=ucpress>

²⁰https://www2.gwu.edu/~erpapers/myday/displaydoc.cfm?_y=1962&_f=md005070

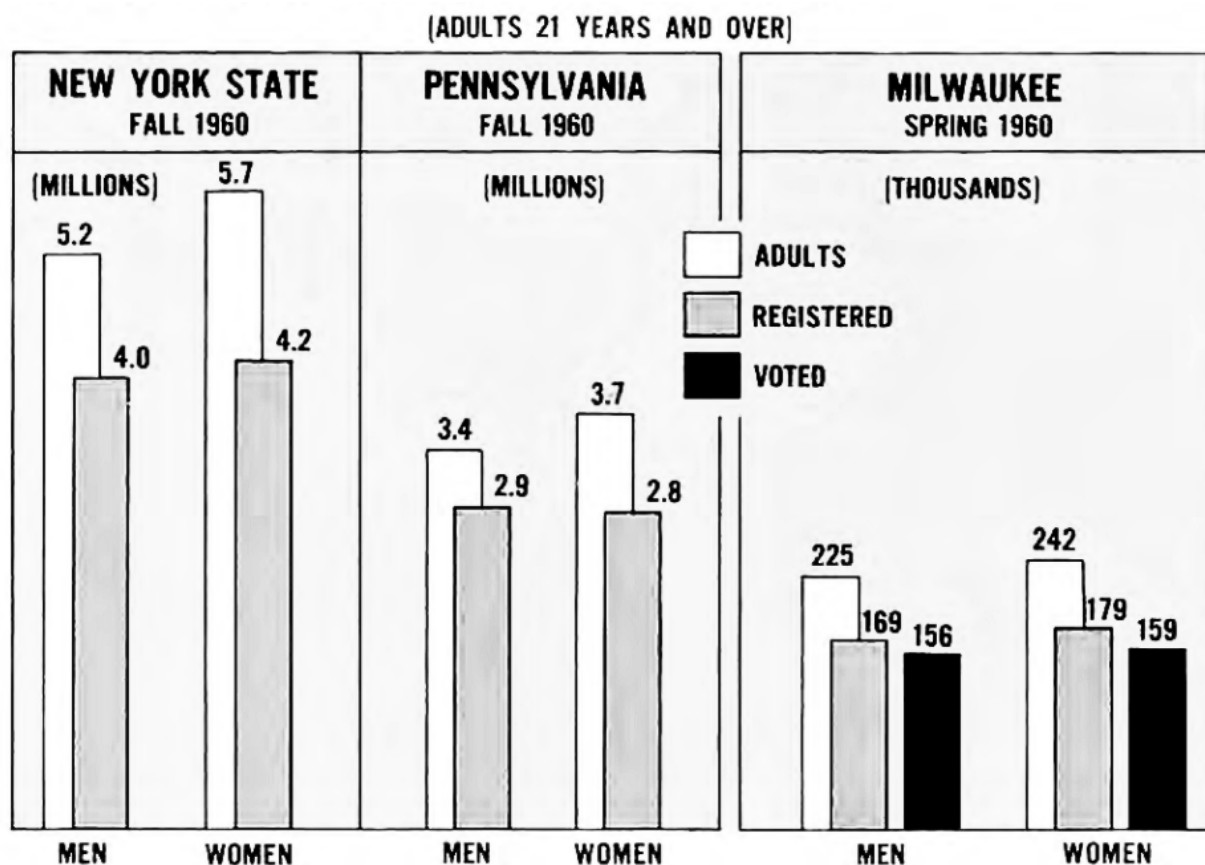
²¹<https://publishing.cdlib.org/ucpressebooks/view?docId=ft367nb2ts;brand=ucpress>

²²<https://www.presidency.ucsb.edu/documents/executive-order-10925-establishing-the-presidents-committee-equal-employment-opportunity>



highly influenced by socioeconomic values and priorities—such as the movement for better working conditions by labor feminists or for passing an Equal Rights Amendment (ERA) spearheaded by the more liberal and generally upper-class members of the National Woman's Party (NWP).²³

Figure 4. Are Voting Rates Lower Among Women?²⁴



Note. Data sourced from U.S. Census of Population, 1960-1962

The continued role of civic organizations such as the League of Women Voters (LWV) was also born out of the suffrage movement, but they increasingly pursued issues beyond women's rights.²⁵ Entering the '60s, some of the most powerful voices around women's issues were faith-based groups, including the Young Women's Christian Association (YWCA), the National Council of Jewish Women (NCJW), and the National Council of Catholic Women (NCCW), which helped make up a prominent coalition working closely with the Women's Bureau, directed by Esther Peterson (who also serves as the Executive Vice Chairman of the PCSW). Even so,

²³<https://publishing.cdlib.org/ucpressebooks/view?docId=ft367nb2ts;brand=ucpress>

²⁴<https://babel.hathitrust.org/cgi/pt?id=mdp.39015016913678&seq=66&q1=progress+report>

²⁵<https://publishing.cdlib.org/ucpressebooks/view?docId=ft367nb2ts;brand=ucpress>



such groups still struggle quite a bit to capture the attention and commitments of most policymakers to work towards meaningful change for women's rights.²⁶

Figure 5. President John F. Kennedy Meets with Representatives of the National Council of Catholic Women²⁷



Source: Kennedy Presidential Library and Museum, 1961

The Women's Bureau coalition has another major challenge: an internal division within the women's rights movement. The coalition has found itself occasionally at odds with the activists of the National Woman's Party, culminating with the drafting of the Equal Rights Amendment by NWP leader Alice Paul in the early '20s. Since then, the NWP has built a range of support across other organizations including the National Association of Women Lawyers (NAWL), the National Education Association (NEA), and the National Federation of Business and Professional Women's Clubs (NFBPWC).²⁸ Continuing into the '40s and even early '60s, a type of impasse on the question of an Equal Rights Amendment has persisted.²⁹ Opposition around the ERA from women's rights leaders arose from concerns that legal equality of genders, even if unintended, would unravel hard-fought labor protections. Especially in the '60s, there is continued contention around the ERA—a matter that many on the Commission fear may end up delegitimizing its platform and distract from important advancements due to internal politics.

Even if the '60s hold a new momentum for progress, what progress actually means is a divided question. In many ways, the developments and obstacles confronted by the Civil Rights Movement are paralleled by the one for women's rights. For instance, even if the president is

²⁶Ibid.

²⁷https://www.jfklibrary.org/asset-viewer/archives/JFKWHP/1961/Month%2003/Day%2010/JFKWHP-1961-03-10-C?image_id=JFKWHP-AR6416-F

²⁸<https://ecommons.cornell.edu/server/api/core/bitstreams/c591d500-437f-4e87-9eba-257e0ffc1bdc/content>

²⁹Ibid.



sympathetic and even on board with a certain policy, other branches of government may get in the way. The Republican and Southern Democratic majority in Congress in particular are resistant to desegregation and anti-discrimination. To some extent, there are tactics to bypass the legislature; indeed, the creation of the Commission itself is one such instance, which was intentionally created via executive order.³⁰ However, this may come at a political cost to the president and create a backlash that may harm marginalized communities. Continuing on, in both the civil rights and women's movements, the conciliatory and compromising position of the president causes internal divisions. For women's rights leaders, moreover, commitment to civil rights is also an internal point of division. In advocating for the ERA, the NWP was not above utilizing racist sentiments to garner sympathy from southern legislators.

The times are changing, and now more than ever are there opportunities to aid women across the country with the issues they face. Indeed, there have been earlier attempts to make a commission like the PCSW, but it is the first time the country has actually delivered thanks to the election of President Kennedy. On the other hand, however, there have been criticisms that the President has done far from enough to boost the representation of women in the Democratic Party as well as the federal government.

Figure 6. President John F. Kennedy Speaks to Participants of Campaign Conference for Democratic Women³¹



Source: John F. Kennedy Presidential Library and Museum, 1962

³⁰Ibid.

³¹https://www.jfklibrary.org/asset-viewer/archives/JFKWHP/1962/Month%2005/Day%2022/JFKWHP-1962-05-22-A?image_identifier=JFKWHP-KN-C21975



Disappointingly, the positions appointed to women tend to be less visible and powerful. Esther Peterson was the only female in the subcabinet and the highest-ranking female in the entire Kennedy administration. Indeed, there have been the same percentage of executive appointments of females by President Kennedy compared to his predecessor, a measly 2.4 percent.³² Early in his presidency the fact that out of two hundred appointments, only eight had gone to women, had not gone unnoticed. Covering this very issue, columnist Doris Fleenor in the *New York Post* wrote mockingly: "At this stage, it appears that for women the New Frontiers are the old frontiers" (p. 76).³³ Unsurprisingly, the persistence of female journalists has had an important role in keeping politicians accountable and women's issues in the limelight. In the very first gathering for the Commission at the White House attended by the President, he joked that the Commission was an effort in self-defense against the incessant journalist May Craig from Portland's *Press Herald*.³⁴ If this is any source of indication, it is often up to activists and women's rights leaders to ensure the voices of American women are heard and that promises made by politicians are actually kept.

Topic C - Home and Community: Supporting Mothers and Homemakers

By most accounts, the first and foremost responsibility of women is in the home.³⁵ As a result, in conversations around uplifting women, many issue areas have been connected to the managing of homes and family life. For instance, when women increasingly participate in the workforce, the quality of labor conditions may carry over to the well-being of mothers and their ability to take care of the home. The majority of women in the workforce are mothers, and over three million of them have children under six years of age.³⁶ One of the primary purposes of the Commission is to manage what is considered the necessary balance between female empowerment in society with the demands of motherhood.

The increase of women in the workforce during the world wars revealed the insufficiencies of childcare facilities and sometimes the inflexibility of workplaces including concerning their hours.³⁷ Near the end and aftermath, it also became a major concern that women would choose jobs *over* responsibilities in the home, especially in caring for children. A Women's Bureau poll from 1945, for instance, showed that 80 percent of women based near Detroit and Buffalo, wanted to keep their jobs. Similarly, a poll from United Automobile, Aircraft, and Agricultural Implements Workers of America (UAW), showed that 85 percent of its female members intended

³²<https://publishing.cdlib.org/ucpressebooks/view?docId=ft367nb2ts;brand=ucpress>

³³Ibid.

³⁴https://www2.gwu.edu/~erpapers/myday/displaydoc.cfm?_y=1962&_f=md005070

³⁵<https://www.jfklibrary.org/asset-viewer/archives/USPCSW/001/USPCSW-001-001>

³⁶<https://babel.hathitrust.org/cgi/pt?id=coo.31924002665549&seq=7>

³⁷<https://publishing.cdlib.org/ucpressebooks/view?docId=ft367nb2ts;brand=ucpress>



to maintain their employment following the war.³⁸ Despite this, the government worked to cut programs supporting working women. The country saw the end of federally subsidized childcare centers in 1946 and more restrictive enforcement of “marriage bar” policies from companies and school boards which would prohibit hiring married women and encourage firing female employees when they got married.³⁹

It is often considered how problems in society may stem from issues in the household. Absent or neglectful parenting may sire social deviance and criminality in our communities. As mothers, women are often the first line of supporting our nation's children, nurturing and educating the next generation. Sense of civic duty and values often start in the family, and non-diligent parenting may raise wayward and problematic children. Supportive spouses and strong caregivers are central to any civilized society and by maintaining the house, wives and mothers allow their men to work less restrained and keep the family unit strong. There is an old saying that goes: “Behind every successful man is a woman.”

Figure 7. First Lady's Social Secretary Letitia Baldrige With A Women's Group, East Wing Lawn⁴⁰



Source: John F. Kennedy Presidential Library and Museum, 1961

Moreover, women and their groups often play important roles in social matters, often becoming staples of their communities. Contributing to society by volunteering and other forms of community work is important and can be seen as an extension of the social role of women. Likewise, bearing children is important from the perspective of a growing nation that depends on

³⁸Ibid.

³⁹https://www.nber.org/system/files/working_papers/w2747/w2747.pdf

⁴⁰https://www.jfklibrary.org/asset-viewer/archives/JFKWHP/1961/Month%2011/Day%2014/JFKWHP-1961-11-14-G?image_idenfier=JFKWHP-KN-19445



a strong and skilled labor force supplemented by population growth. Supporting the health and welfare of America's children is also key to the health and welfare of America itself.

For impoverished families in particular, when mothers are forced to take on low-paying jobs to make ends meet, often with inflexible hours, children at home lose out and the American standard of living decreases. Because difficulties outside the home may reach inside the household as well, conversations around advancing American women frequently involve social security and welfare. As one would expect from a commission representing both political parties and contending interest groups, divisions and disagreements exist in this regard. What exactly the role of a woman is, and how it has (or it should not) change is hotly debated. Moreover, leaders disagree on whether the government should do more to fund and support childcare centers. Around 400,000 children below the age of twelve, according to a 1958 survey, had mothers working full-time without any alternative childcare.⁴¹ There are also disagreements surrounding family planning policies such as the use and support of contraceptives or abortion access.⁴²

Additional Resources:

- Statement by the President on the Establishment of the President's Commission on the Status of Women
<https://www.presidency.ucsb.edu/documents/statement-the-president-the-establishment-the-presidents-commission-the-status-women>
- Feminism: The Second Wave (National Women's History Museum)
<https://www.womenshistory.org/exhibits/feminism-second-wave>
- Chapter 7: Labor Feminists and President Kennedy's Commission on Women
<https://smlr.rutgers.edu/sites/smlr/files/Documents/Faculty-Staff-Docs/No%20Permanent%20Waves.pdf>
- United States President's Commission On The Status Of Women Records
<https://www.jfklibrary.org/asset-viewer/archives/USPCSW#serieslist>
- 1962 Handbook on Women Workers (U.S. Women's Bureau)
<https://babel.hathitrust.org/cgi/pt?id=osu.32435064047707&seq=1>
- Eleanor Roosevelt's My Day Column Archives
<https://erpapers.columbian.gwu.edu/my-day>
- American Women: Looking Back, Moving Ahead
<https://ecommons.Cornell.Edu/Server/Api/Core/Bitstreams/C591d500-437f-4e87-9eba-257e0ffc1bdc/Content>

⁴¹<https://ecommons.cornell.edu/server/api/core/bitstreams/c591d500-437f-4e87-9eba-257e0ffc1bdc/content>

⁴²Ibid.