“The experiment of employing females as clerks has been...a success”:
Women in the Department of the Treasury

U.S. Department of the Treasury
Office of Privacy, Transparency, and Records
Agenda

• About Us
• “The Treasury Girls”
• War Bond Story

• Representation on Currency
• Past and Present
• Appendix
About Us

*Pending Update
About Us:

- Founded: 1817
- Collection: ~40,000 items
- Oldest item: 1796
- Patrons: ~4,245
- Librarians: 2
“The Treasury Girls”

“A woman can use scissors better than a man, and she will do it cheaper.”

Francis E. Spinner, 10th Treasurer of the U.S., 1861-1865

“The fact that I was instrumental in introducing women to employment in the offices of the government gives me more real satisfaction than all the other deeds of my life.”
“The Treasury Girls”

“She cannot tell why it is counterfeit because a woman can’t reason a damn bit, but her perceptions are quicker than those of a man.”

Treasurer Spinner in 1870
“The Treasury Girls”

“Lady Clerks Leaving the Treasury Department at Washington” - Harper’s Weekly, February 18, 1865
“The Treasury Department – The New Secretary Looking Around” – Harper’s Bazaar, April 3, 1869
“You will hear it said in Washington that the acceptance of a Government clerkship by a woman is her first step in the road to ruin.”
“The Treasury Girls”

“But many who are now employed in this office in the handling of money have...become experts, and do as good, and in many cases better, official service than male clerks who receive double their compensation.”
“It was with the belief that the women of the Nation would constitute a powerful moral force in war finance that the National Woman’s Liberty Loan Committee was appointed by the Secretary of the Treasury in May 1917.”
“Their spirit was only waiting the torch of a national need for its lighting. Then it became a beacon.”
Eleanor Wilson McAdoo
The War Bond Story

War Bond Rally on the steps of the U.S. Treasury Building on August 31, 1942
The War Bond Story
Martha Washington engraving on the face of the $1 Silver Certificate, Series 1886 and 1891
Representation on Currency

- **12/13/1978** – initial production
- **7/2/1979** – released to the public
- **~682 million coins struck by 9/30/1979**
- **1979-1981, 1999**
Representation on Currency

- 1/27/2000 – released to the public
- The eagle version circulated until 2008
- 9/20/2007 – Native American $1 Coin Act
Representation on Currency

- American Women Quarters Program
- 2022-2025
- 2022 designs
  - Maya Angelou
  - Dr. Sally Ride
  - Wilma Mankiller
  - Nina Otero-Warren
  - Anna May Wong
Sarah Waldrake and Rachael Summers were the first women hired by the Treasury. Their job was to weigh gold coins at the Mint.

Illustrated History of the U.S. Mint, 1886
Past and Present

• Helen Bennett – first woman hired to work in the Treasury building (1861)
• Jennie Douglas – first woman hired by Treasurer Spinner (1862)
• Sophia Holmes – first Black woman hired by the U.S. Government (1862)
• Helen L. McLean Kimball – first woman to become a librarian at Treasury (hired 1865)
Past and Present

Nellie Tayloe Ross, Director of the Mint 1933-1953

Georgia Neese Clark, Treasurer 1949-1953

Romana Acosta Bañuelos, Treasurer 1971-1974

Past and Present

Office of Minority and Women Inclusion

FY 2020 Treasury Departmental Offices Permanent Workforce by Sex

56% Men
44% Women

FY 2020 Departmental Offices Permanent Workforce Grade Comparison By Sex

GS 12 & below
GS-13 – 15
SES

55% Men
56% Men
74% Men
42% Women
44% Women
24% Women
Janet Louise Yellen, PhD
78th U.S. Secretary of the Treasury, 2021-
Chair of the Federal Reserve, 2014-2018
Chair of the White House Council of
Economic Advisers, 1997-1999
Appendix
Legislation and Administrative Law Milestones

• Appropriations Act, 13 Stat. 22 (1864)
  – Authorized employment of women in four clerical classes at a maximum salary of $600 per year

• Appropriations Act, 14 Stat. 191 (1866)
  – Authorized a maximum salary of $900 per year for female clerks

• Appropriations Act, 16 Stat. 230 (1870)
  – Gave discretionary power to department head to appoint women to higher clerk grades at equal pay
Legislation and Administrative Law Milestones

• 19 Stat. 143 (1876)
  – Gave discretionary power to department heads to replace higher paid positions with lower paid women clerks

• Civil Service (Pendleton) Act, 22 Stat. 403 (1883)
  – Federal jobs awarded on the basis of merit

• Classification Act, 42 Stat. 1488 (1923)
  – Equal pay for similar work, “irrespective of sex”
Legislation and Administrative Law Milestones

• 19 Comp. Gen. 203 (1939)
  – Allowed married women to use their maiden names, unless otherwise prohibited by the agency

  – “...appointment or promotion shall be made without regard to sex”
Legislation and Administrative Law Milestones

• Equal Pay Act of 1963, 77 Stat. 56 (1963)
  – Abolished wage disparity based on sex

• Civil Rights Act of 1964, 78 Stat. 241 (1964)
  – Title VII barred employment discrimination on the basis of race, national origin, color, religion and sex

• E.O. 11375 (1967), Amending E.O. 11246, relating to equal employment opportunity
  – Established the Federal Women’s Program (FEW) and added sex as a prohibited form of discrimination
Legislation and Administrative Law Milestones

  - Each paycheck that contains discriminatory compensation is a separate violation regardless of when the discrimination began
- **Executive Order on Establishment of the White House Gender Policy Council (2021)**
Resources

- **Annual Report of the Secretary of the Treasury on the State of the Finances**
- **Employment of Women in the Federal Government | Women’s Bureau | Department of Labor**
- **Focus on Women ‘75 at Bureau of the Public Debt**
Resources

• The Library of the United States Treasury Department | The Library Quarterly

• Official Register of the U.S.

• OMWI Annual Report to Congress

• Press Releases of the United States Department of the Treasury
Resources

• Report of National Woman’s Liberty Loan Committee
• Status of Women in the Treasury Department (1964)
• Story of the Liberty Loans
• Ten Years in Washington: Life and Scenes in the National Capital, as a Woman Sees Them
Resources

• The War Bond Story

• Thirty Years in Washington; Or, Life and Scenes in Our National Capital

• Treasury Women, 1795-1975: From Sarah to Anita

• Treasury Women 3.0 Report
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202-622-0990