Fostering a Woman’s Legacy
The 1970’s
I am woman, hear me roar
In numbers too big to ignore
And I know too much to go back an' pretend
'cause I've heard it all before
And I've been down there on the floor
No one's ever gonna keep me down again

CHORUS
Oh yes I am wise
But it's wisdom born of pain
Yes, I've paid the price
But look how much I gained
If I have to, I can do anything
I am strong (strong)
I am invincible (invincible)
I am woman
Social Media

• #phenomenalwomen
In the 94 years since the 19th Amendment was certified, women have made strides in every facet of American life, and we have learned that our country succeeds when women and men succeed. More and more the world is looking to not only our sons, but our daughters to lead us, to heal us, to employ us, to thrill us on fields of play, and to protect us on fields of battle. Anonymous
We Still Have Challenges

- Statistical snapshot CNN
The Core Question Today

• For men the fundamental assumption is that they can have both a successful professional life and personal life – and most do!
• The assumption for women is that trying to do both is difficult at best, impossible at worst.
• “I don’t really think you can have it all,” says Viera, who at age 35 gave birth to her first child. “I am part of a generation that thought you could, now is finding that you can’t.”
• How do we insure that both men and women have satisfying professional and personal lives? It will take both men and women to make that happen.

*Lean In* by Sheryl Sandberg
Create Cultural Change

- Interview video – Sawyer ABC
Gender Bias at Work

• Men are promoted based on potential, while women are promoted based on past accomplishments
• This bias is at the very core of why women are held back. It is also why women hold themselves back.
• It will take an awakening on everyone’s part to move forward

Lean In by Sheryl Sandberg
In 2011!

- Baby clothes for sale that said, “Smart like Daddy,” for boys and “Pretty like Mommy,” for girls
- T-shirt for teen girls, “I’m too pretty to do homework so my brother has to do it for me.”
- “If you want the outcome to be different, you have to do something different.”
Women have done that, yet….

- Women earn 57% of BA degrees and 60% of masters degrees yet women in the United States are paid only 77 cents for every dollar a man makes.
- Overall, women hold 38 percent of the management positions across the country however, only 4.2 percent of Fortune 500 CEOs are women.
- Women make up more than half of the U.S. population yet still comprise only 18.1 percent of Congress,— 15 states no women at all.
We Aren’t True Partners

• When both a husband and wife are employed, the mother does 40% more child care and 30% more housework

• Only 9% of couples said they share child care, housekeeping and breadwinning equally

• Finding reliable and affordable day care is still a major difficulty
We all need to be trailblazers, we all need to leave a legacy.

Our daughters and our sons need us to keep working, to create CULTURAL change.

We need to continue to liberate women and help women liberate themselves for the good of all of us.

Now I know some of you maybe rolling your eyes and saying, “there she goes again, back to the 1970’s and the liberation of women.”
What Does it Mean to Liberate Women Today?

• In the 70’s we were adversarial activists – We were against oppression, against inequality, against men.

• Today, we need to redefine what liberation means.

• Our power lies in standing for and standing with and on behalf of what we care most deeply about – men and women together advocating for everyone’s quality of life.
Equality

• Equality is not a zero-sum game. The risk is in not including women. Teams that fail to leverage the skills of a diverse workforce fall behind. Two chief executives, John T. Chambers of Cisco, and Carlos Ghosn of the Renault-Nissan Alliance, have said that they can’t be competitive in the global economy without increasing their percentage of female executives.

• We need both men and women to achieve success

*Lean In* by Sheryl Sandberg
Equality is good for all of us

• Research shows that when men do their share of chores, their partners are happier and less depressed, conflicts are fewer, and divorce rates are lower. They live longer, too; studies demonstrate that there’s a longevity boost for men (and women) who provide care and emotional support to their partners later in life.

• To make gender parity a reality, we need to change the way we advocate for it. The usual focus is on fairness: To achieve justice, we need to give women equal opportunities. We need to go further and **articulate why equality is not just the right thing to do for women but the desirable thing for us all.**
What is Liberation for Women Today?

- Tenzin Palmo
How do We Liberate Ourselves?

• First liberate the patterns that hold us back
• The first step is to stop holding ourselves back
• Success is making the best choices we can – drop the guilt – what are the real priorities?
• Choose growth at every turn – focus on the short and long haul
• Take risks – what would I do if I weren’t afraid?
So How Do We Liberate Ourselves?

• Second, we need to give birth to the authentic self – We need to **know ourselves** more fully – not in the role that society says we play.

• We have to **trust ourselves** more fully - lean in “I’m not ready to do that,” to “I want to do that- and I’ll learn by doing”

• We **need to advocate** for ourselves -Women expect that if they keep doing a good job someone will notice……
• Third, we need to stand together rather than against each other

• We must remind each other that we are phenomenal and support each other at every turn – when we come together we inspire each other and realize we are stronger together

• We must recognize that women are less likely to stand up – we need to correct this, encourage, promote, champion each other
Phenomenal Women

- Phenomenal Woman by Maya Angelou