

UNFINISHED BUSINESS

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A MESSAGE FROM THE PRESIDENT

Creating Change



*Lynn Yeakel,
president and founder of
Vision 2020*

If I had to choose one word to describe Vision 2020's mission, that word would be **change**.

Vision 2020 is working to change the attitudes and institutions that prevent our nation from fulfilling the promise of our democracy -- an America where "We the People" are **all equal**.

Positive change requires positive action, to move from "what is" to "what's better." Each of us can act as an individual in our own sphere of influence. Working together through Vision 2020, we can achieve collective impact for positive change. Leaving that process to chance means accepting the historically glacial pace of women's progress, and Vision

2020 is determined to accelerate that progress and complete the unfinished business of women's equality.

Over the past decade, Vision 2020's strategies have included building, connecting and convening a powerful national coalition of individual Delegate leaders and Allied Organizations working for change from coast to coast. We amplify their important messages and work together on behalf of women and girls. Now our focus is on the year 2020, when we will commemorate the 100-year anniversary of the first step towards women's equality -- the right to vote, through the 19th Amendment to the U.S. Constitution.

In 2020, multiple events and activities will educate, empower and engage new generations to embrace shared leadership and economic parity among women and men and to exercise their rights and responsibilities as citizens, including the hard-won right to vote.

There are many hopeful signs of change in our nation. The election of Lori Lightfoot as mayor of Chicago and the selection of Jessica Mendoza as an ESPN baseball analyst

are just two, both setting examples for other women and girls to revisit their dreams and options.

Being part of Vision 2020 means being an agent of change. By making things happen -- speaking up and standing up for what's right and fair -- each of us is contributing to the positive change we need. I have long believed that the best way to predict the future is to create it.

[Join us](#) and be an agent of change!

Vision 2020 News

It's Been a Busy Month for Vision 2020!



Clockwise from left: Speakers from Drexel's "Women in Leadership: Shattering the Glass Ceiling" event; Vision 2020's Alison Nolan (left) and Joyce Lewandowski (right) with Aisha Chaudhary of Eisenhower Fellowships; speakers and co-sponsors for our "Vision 2020: Justice For All" event; girls participate in a Vision 2020 HERstory Hunt at Independence National Historical Park.

Spring is off to a busy start here at Vision 2020!

On March 26, Vision 2020 co-hosted "Vision 2020: Justice For All" at the Free Library of Philadelphia, a program focused on the past, present and future of women's equality. Speakers discussed the fight for the 19th Amendment to the U.S. Constitution, voting barriers that many women continued to face, the importance of intersectional feminism, and *Women 100* programs in 2020 marking the 100th anniversary of this women's equality milestone. Read our [Twitter coverage of the event](#) and [check out event photos](#).

On April 2, Vision 2020 held a HERstory Hunt with Independence National Historical Park and GALS, the Girls Advocacy and Leadership Series (an Allied Organization run by Women's Campaign International). The HERstory Hunt is a hands-on women's history scavenger hunt that encourages young people to go beyond the traditional telling of history to uncover the underrepresented women's voices and stories of the past. Take a look at [HERstory Hunt photos](#).

On April 3, Vision 2020 leaders met with [Aisha Nawaz Chaudhary](#), an Eisenhower Fellow who is a member of Pakistan's Parliament representing the Punjab Province.

Chaudhary's fellowship focuses on efforts to promote female leadership, particularly in politics, and the challenges women face in attaining high-ranking positions. Following her time with Eisenhower Fellowships, Chaudhary will develop an initiative to engage and empower emerging female political leaders in Pakistan.

On April 8, Drexel University College of Medicine's Institute for Women's Health and Leadership, the home of Vision 2020, co-sponsored [Women in Leadership: Shattering the Glass Ceiling](#) with the Drexel Black Alumni Council and Drexel Alumni. Read through our [Twitter coverage](#) or check out [#drexelwomenlead](#).

Vision 2020 Partners With Constitution Center on Program About Women As Abolitionists and Suffragists

Vision 2020 has again partnered with the National Constitution Center for an educational program about women's contributions throughout history.

[Women and the Civil War: The Untold Stories](#), taking place on May 20, will bring together noted historians Catherine Clinton, Thavolia Glymph, and Kate Masur to explore the untold stories of the women abolitionists and suffragists of the Civil War and Reconstruction and how their work influenced constitutional change.

Following the moderated conversation, guests will be invited to tour the Constitution Center's new permanent exhibit, *Civil War and Reconstruction: The Battle for Freedom and Equality*.

Introducing the Vision 2020 Speakers Bureau

With less than a year until its *Women 100* programming begins, Vision 2020 has launched a Speakers Bureau to help spread the message of women's equality for 2020.

If you have an upcoming speaking engagement or know of interested organizations, consider joining our Speakers Bureau. [Contact Vision 2020 Communications Director Kathleen McFadden](#) to receive our Speakers Bureau Toolkit.

Vision 2020 Adds Three *Women 100* Proud Partners

Vision 2020 is expanding its [network of partners for *Women 100*](#), a celebration of American women during the year 2020, when we mark the 100th anniversary of women's right to vote.



We are pleased to announce the additions of [New Century Guild Hotel](#), [Philadelphia Hospitality](#) and [We Did It For You! Women's Journey Through History](#) as our newest *Women 100* Proud Partners!

We welcome participation from across the nation. [Fill out an application](#) to join the *Women 100* Proud Partner network.

Vision 2020 Welcomes New Coalition Members from Wisconsin, Wyoming and Pennsylvania

We are pleased to announce the addition of three new Delegates and a new

Allied Organization to Vision 2020's national coalition.

New Delegates

- Shashi Goel, visiting fellow at the University of Wisconsin, in Madison
- Natalia Macker, Teton County commissioner and board chair in Jackson, Wyoming
- Elizabeth Moro, associate broker and manager at Century 21 Pierce & Bair in Chadds Ford, Pennsylvania

New Allied Organization

- [Wyoming Women's Action Network](#), an organization focused on advancing the economic well-being, health and representation of Wyoming's women and families

Interested in becoming a Delegate, or have someone in mind to nominate? Fill out our [Delegate Application](#).

Does your organization share an aligned mission with Vision 2020? Fill out our [Allied Organization Application](#).

Delegate News

New Jersey Delegate Talks With South Asian Radio Station on Challenges Facing Women at Work and Home

For International Women's Day on March 8, Dr. Hena Wadhwa, a Vision 2020 Delegate in New Jersey, spoke with Radio Mirchi, a global South Asian radio station, to discuss the daily challenges facing women.

Part of the conversation focused on motherhood and employment, one of Hena's research interests and passions.

[Listen to the interview](#) for insights on the challenges working women endure, obstacles for South Asian women in particular, mental health best practices and tips for all women and mothers to remind themselves that they are supported and enough.

Tennessee Delegate Participates in Women's History Event in D.C.



Vision 2020 Delegate Pat Pierce (second from right) participated in National Women's History Alliance's annual event in D.C. on March 30. Pictured above is Pat with fellow National Women's History Alliance board members and event honorees.

Pat Pierce, a Vision 2020 Delegate in Tennessee, is a board member of National Women's History Alliance (NWHHP), a Vision 2020 Allied Organization. She helped NWHHP with its national Women's History Month event in Washington, D.C.

Titled "Visionary Women Champions of Peace and Nonviolence," the event was attended by more than 100 people on March 30, which honored these women champions: Elise Boulding, Sarah Brady, Dorothy Cotton, Peace Pilgrim and Mary Burnet Talbert.

D.C. Delegate to Speak at Two Diversity Forums

Joycelyn Tate, a Vision 2020 Delegate from Washington, D.C., will speak on panel discussions at [Dialog on Diversity's Public Policy Forum](#) on April 25 and at the [National Council of Negro Women's GirlTech Town Hall](#) on April 30.

Joycelyn's participation at these events ties to topics covered in her recently published article, "Digital Discrimination: How Algorithms Reinforce Race & Gender Bias," which was included in Black Women's Roundtable's annual [State of Black Women in the U.S. & Key States](#) report.

Allied Organization News

Two Vision 2020 Allies Team Up in Utah

[UNLADYLIKE2020](#) and [Better Days 2020](#), two Vision 2020 Allied Organizations, recently partnered on [A Night of Innovative Media on Utah's Heroines](#).

Held on April 22, the event featured a film screening and panel discussion about two extraordinary women in Utah history: Martha Hughes Cannon (1857-1932), the first female state senator, and Zitkála-Sá (1876-1938), a Native American author, civil rights activist and musician.

This event was part of UNLADYLIKE2020's national impact campaign. UNLADYLIKE2020 is innovative multimedia series featuring unsung women who

changed America at the turn of the 20th century, launching in 2020 in honor of the 100th anniversary of women's suffrage, the 55th anniversary of the Voting Rights Act, and the 150th anniversary of Utah women's suffrage.

VoteRunLead Partners With Facebook and WeWork for National Training in 20 Cities

VoteRunLead, a Vision 2020 Allied Organization, will host [#RunAsYouAre2019: National Training](#) on Saturday, May 18, in partnership with Facebook and WeWork.

#RunAsYouAre 2019 is a day-long workshop for women who want to run for office, work on a political campaign or support other women who plan to run.

On May 18 from 12-6 p.m. ET, these trainings will take place simultaneously in [20 cities](#) across the country, led by VoteRunLead's certified trainers.



What We're Reading

[In 2020, Let's Focus on Women All Year Long](#)

"To extend the short time that is Women's History Month, Vision 2020 is about to do some calendar-stretching next year," wrote Lynn Yeakel, founder and president of Vision 2020, in an op-ed to *the Philadelphia Inquirer*.

['Male Gaze,' 'Imposter Syndrome' and 'Womxn' Among Dictionary.com's New Words of 2019](#)

"According to Dictionary.com, womxn is used, especially in intersectional feminism, as an alternative spelling to avoid the suggestion of sexism perceived in the sequences m-a-n and m-e-n, and to be inclusive of trans and nonbinary women."

[Notre Dame Coach Muffet McGraw Makes Impassioned Plea for Gender Equality](#)

"Men have the power. Men make the decisions. It's always the men that is the stronger one and when these girls are coming out, who are they looking up to, to tell them that's not the way it has to be. And where better to do that than in sports."

[Women Need More Money. Being More Confident Won't Help Them Get It.](#)

"Look there, and what do we see? That women get less credit for the work they do, especially when they collaborate with men. That women ask for raises just as often as men, but are less likely to get them -- and when they do get raises, they get smaller pay bumps. That women who are mothers have their commitment unrelentingly questioned (even though research on academics has shown that mothers are more productive than non-mothers). That women are less likely to be referred to by their professional credentials when introduced by men (but not by other women). That women's mistakes are typically judged more harshly and remembered longer."

[Nearly Half of Men Believe the Pay Gap Is 'Made Up'](#)

"It can be hard to argue for remedies to a problem when there's still a debate about whether that problem exists. This dilemma has stymied advocates decrying issues that

range from climate change to discrimination. And a new poll from SurveyMonkey, revealed first by TIME, shows that a significant belief gap exists when it comes to the issue of equal pay."

[Diversity in the 'Man Cave': Boardrooms Gain Women as Minorities Lag](#)

"In America's corporate boardrooms, diversity is making uneven progress: Women increasingly are pulling up a chair while racial and ethnic minorities still rarely get seats at the table."

[Research: When Gender Diversity Makes Firms More Productive](#)

"Beliefs about gender diversity create a self-fulfilling cycle. Countries and industries that view gender diversity as important capture benefits from it. Those that don't, don't."

Empowering Photo of the Month



Equal Pay Day was April 2, marking how far into 2019 that women, on average, must work to make what men earned in 2018. Broken down by race and ethnicity, the [gender pay gap](#) is even worse.

We like these fashionable ways to spread Equal Pay Day awareness. The shirt on the left is sold by [She Can Win](#), a nonpartisan nonprofit that trains women to run for office; on the right is a shirt modeled by actress and activist [Sophia Bush](#).

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