

# UNFINISHED BUSINESS

MONTHLY NEWSLETTER | JULY / AUGUST 2019

## A MESSAGE FROM THE PRESIDENT

### Celebrating Women's Independence



Lynn Yeakel,  
president and founder of  
Vision 2020

As our nation celebrated its independence on July 4, I was reminded of the importance of women's independence, my gratitude to my parents for instilling this message in me at an early age, and the ways our independence may be defined and measured.

At the core is financial independence. A century ago, women could not own property, and it was only in the 1970s that we were able to get [credit cards in our own names](#).

Today, an estimated [90 percent of women](#) will be solely responsible for their finances at some point in their lives, underscoring the importance of financial planning early on. I was encouraged to hear of a recent study that found

millennial women are not just taking financial independence seriously, they're [outpacing men their age](#) even with added hurdles related to gender discrimination.

A demonstration of women's independence is knowing your worth, something that is the heart of Mika Brzezinski's [Know Your Value](#) platform, which urges women to be bold when it comes to navigating business culture to growing their careers to running for office, and much more. Although many of us have heard about the concept of the "[confidence gap](#)" between women and men, research suggests there isn't much of a gap after all. Women are as confident in their abilities as men, but they do not always express it because societal stereotypes related to gender paint confident women as troublesome. It's a fear of backlash, not a lack of confidence, that prevents women from self-promoting, even when they truly know what they bring to the table.

Although Independence Day is behind us, I challenge every woman to think about what independence looks like in her own life and how to advance it. One of my favorite quotes is "You get what you settle for." We don't have to settle for less than we deserve.

## Introducing Vision 2020's Newest National Office Staff Members

Vision 2020 is pleased to announce the additions of two new employees to the national office team: [Elowyn Corby](#), program manager, and [Keyonna Douglas](#), executive assistant. Each will provide valuable support to Vision 2020 and its *Women 100* activities throughout 2020.

As Vision 2020's program manager, Elowyn will work to boost women's civic engagement and turn record numbers of women out to the polls in 2020. In her role, she also will manage the Women's Leadership Forums and SHE Leads Road Rally during 2020.

As Vision 2020's executive assistant, Keyonna will provide high-level administrative coordination to support the planning and implementation of our programs and events. She brings a unique perspective to the team, having previously served as a Vision 2020 Delegate.

Welcome to the team, Elowyn and Keyonna!



*Elowyn Corby (top) and Keyonna Douglas (bottom) have joined the Vision 2020 team.*

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## Mark Your Calendar for Vision 2020's Toast to Tenacity



**Vision 2020's annual Toast to Tenacity, which honors the suffragists who fought for the 19th Amendment, returns on August 26.**

Join us as we celebrate National Women's Equality Day on August 26 -- the 99th anniversary of women's right to vote -- and gear up for an even bigger commemoration during next year's centennial.

You can participate in several ways:

1. In Philadelphia, [join the Vision 2020 team for a free lunch program](#) sponsored by Fox Rothschild LLP.
2. [Using our toolkit, host your own Toast to Tenacity](#) in the name of Vision 2020.
3. If attending or hosting an event is not possible, participate on social media. Take a photo or video of yourself raising your glass to the suffragists and the important women in your life. Post it using the hashtag #ToastToTenacity.

## **Marking 100 Years of Women's Suffrage Support**

June 24 marked 100 years since Pennsylvania ratified the 19th Amendment to the U.S. Constitution -- 14 months before it finally became law in 1920.

On June 24 this year, Lynn Yeakel represented Vision 2020 as one of four speakers in a [commemoration ceremony](#) at the state's Capitol Rotunda, where attendees dressed in "suffragist white" and added their signatures to replicas of the 19th Amendment.

Lynn also was interviewed by [NPR Central Pennsylvania](#) about women's suffrage and the road ahead for women and politics.



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## **Pennsylvania League of Women Voters Presents the Justice Bell Award**

On June 22, Lynn Yeakel received the Justice Bell Award from the statewide League of Women Voters of Pennsylvania for her work furthering women's rights and her founding of Vision 2020.

The Justice Bell Award is presented at the League's biennial convention to honor women who work in the spirit of the Justice Bell -- a bell commissioned by Pennsylvania suffragists in the early 1900s to draw attention to the need for women's right to vote.



Susan Carty, president of the League of Women Voters of Pennsylvania, and Lynn Yeakel.

## Vision 2020 Welcomes New Coalition Members

We are pleased to announce the additions of a new Delegate, three Allied Organizations and two *Women 100* Proud Partners to Vision 2020's national coalition.

### New Delegate

- Ellen Langas, founder of [Girls Know How](#). Ellen's organization, Girls Know How, is a *Women 100* Proud Partner in Haverford, Pa. Each chapter book in the *Girls Know How* series features a girl presented with the everyday challenges faced by young people. Through the character's adventures, readers learn about a particular career and are introduced to real-life women role models in that field.

### New Allied Organizations

- [League of Women Voters of Southern Monmouth County](#), which has provided voter service education and nonpartisan information to New Jersey residents for nearly 100 years.
- [Temple University School of Social Work](#), which is dedicated to societal transformation to eliminate social, political and economic injustices for poor and oppressed populations and to advancing quality of life
- [Women's Fund of Rhode Island](#), which invests in women and girls through research, advocacy, grant making and strategic partnerships designed to advance gender equity through systemic change.

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

### New *Women 100* Proud Partners

- [FBI Philadelphia Field Office](#), which plans to participate in Vision 2020's *Women 100* with an event celebrating the contributions of women in various roles at the FBI. The event will feature women special agents sharing insights on

presentations and panel discussions, and it will highlight the need for more women in the federal law enforcement field.

- [NJ Women Vote: The 19th Amendment at 100](#), which plans to participate in Vision 2020's *Women 100* through various programs and events across New Jersey next year, including voter registration at public events, a Women in Civics speakers bureau, a mock election in the state's public schools, a Women's Equality Day celebration with female legislators at the New Jersey State House and a women's suffrage march held in the weeks leading up to Election Day.

Are you planning to commemorate the 19th Amendment centennial next year with unique content, programming or events? Fill out our [Women 100 Proud Partner Application](#).

## Delegate, Ally & Partner News

### New Mexico Delegate Presents Forum on Salary Negotiation

[Pamelya Herndon](#), a Vision 2020 Delegate in New Mexico, recently presented a forum at the University of New Mexico School of Law titled "Negotiating Your Salary: It's All About Fair Pay."

In addition to her role at Vision 2020, Pamelya also serves as co-chair of the Rights of Women Committee at the American Bar Association, a Vision 2020 Allied Organization.



Vision 2020 Delegate Pamelya Herndon (fourth from right) recently presented about salary negotiation at the University of New Mexico School of Law.

### California Delegate Recognized for Women's Suffrage March at Independence Day Parade

During a Fourth of July Celebration in Ojai, California, [Dawn Dyer](#), a Vision 2020 Delegate, organized a group of women to dress as suffragists as part of the parade's theme, "Celebrating Our Heritage." The group [won top honors](#) from parade officials.



Vision 2020 Delegate Dawn Dyer (in red) marches in a parade on Independence Day in Ojai, California, to raise awareness of the upcoming centennial of women's right to vote.

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## Delegate To Be Inducted into Iowa Women's Hall of Fame

[Florine Swanson](#), a Vision 2020 Delegate in Iowa, will be inducted into the Iowa Women's Hall of Fame on August 24.

Each year since 1975, the Iowa Commission on the Status of Women and the Iowa Department of Human Rights have inducted women into the Iowa Women's Hall of Fame to highlight women's heritage and recognize their important contributions to society.

Florine is one of this year's four inductees. In addition to serving as a Vision 2020 Delegate, she is the long-time executive director of the Iowa 4-H Foundation, an active member of the American Association of University Women and an advocate for gender balance in Iowa.

Congratulations, Florine!

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## Proud Partner in New Jersey Holds Women's Suffrage Workshops for Teachers

NJ Women Vote: The 19th Amendment at 100, one of Vision 2020's newest *Women 100* Proud Partners, recently held [three professional development workshops for New Jersey teachers](#) to learn about women's suffrage in the Garden State.

Held at William Paterson University in Wayne, NJ, and at Rutgers University campuses in Camden and New Brunswick, NJ, these workshops were developed in conjunction with New Jersey National History Day, New Jersey Council for the Social Studies, the Alice Paul Institute (a Vision 2020 Allied Organization) and the New Jersey Historical Commission.



*At a workshop on May 16 at William Paterson University, New Jersey teachers discuss primary documents related to women's suffrage in their state. The workshop was organized by NJ Women Vote: The 19th Amendment at 100, a Women 100 Proud Partner.*

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## **Members of Allied Organization Meet with Lawmakers to Discuss the Needs of Women Business Owners**

The [National Association of Women Business Owners](#) (NAWBO), a Vision 2020 Allied Organization, held its National Advocacy Day on June 4 to commemorate the 100th anniversary of Congress passing the 19th Amendment, the [first step toward its eventual federal passage](#) 14 months later in 1920.

To mark this anniversary, NAWBO members from across the country met with elected officials and members of the Trump Administration in Washington, D.C., to discuss the challenges facing women business owners, such as healthcare costs, taxes and regulations. NAWBO called for a [bipartisan approach](#) to solving these issues.



Members of NAWBO, a Vision 2020 Allied Organization, gathered for a White House briefing on June 4.

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## Rhode Island Allied Organization Brings Voter Registration Training to Its Vision 2020 Toast to Tenacity

The Women's Fund of Rhode Island, a Vision 2020 Allied Organization, will host [voter registration training at its Toast to Tenacity](#).

This event, part of Vision 2020's nationwide Toast to Tenacity celebrations, will take place on Women's Equality Day (August 26) at the Rhode Island State House in Providence.

Organizers will host a workshop from 3 - 4 p.m. to train volunteers on the Rhode Island voter registration process, followed by a 4 - 4:30 p.m. gathering on the steps of the State House for a toast to the suffragists.

[Learn how to participate in Vision 2020's nationwide Toast to Tenacity.](#)

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## Pennsylvania Allied Organizations to Host Summit on Inclusive Workplaces for Women

The Chester County Fund for Women and Girls, a Vision 2020 Allied Organization, will co-host a Workplace Summit to highlight findings from its #ChescoKnows report on workplace sexual harassment in Chester County, Pa. The report also includes information about the barriers women face at work, how the business community can eliminate sexual harassment and how to create inclusive work environments.

Taking place on September 24 at Penn State Great Valley from 9 a.m. - 12 p.m., the Workplace Summit will feature speakers W. Brad Johnson and David Smith, authors of "Athena Rising: How and Why Men Should Mentor Women."

To register for this event, contact Michelle Legaspi Sánchez, executive director of the Chester County Fund for Women and Girls, at [michelle@ccfwg.org](mailto:michelle@ccfwg.org).

## **Allied Organization for Women Lawyers Opens Registration for Board Training Program**

DirectWomen, a Vision 2020 Allied Organization working to increase the representation of women lawyers on corporate boards, is accepting applications for its [Board Institute](#).

The DirectWomen Board Institute provides working sessions for leading women lawyers from across the country, which are designed to help them develop their value proposition and personal board-search strategies. Participants meet with CEOs, directors of public companies and other high-level executives to learn about key issues facing corporate directors.

### **What We're Reading**

#### **Research: Women Score Higher Than Men in Most Leadership Skills**

"Women make highly competent leaders, according to those who work most closely with them -- and what's holding them back is not lack of capability but a dearth of opportunity. When given those opportunities, women are just as likely to succeed in higher level positions as men."

#### **Why Focusing on Diversity Numbers Won't Really Make Companies More Inclusive**

"By only targeting diversity numbers, businesses can end up failing to deal with the underlying causes of how an organization's diversity makeup came to be, and what the culture of the organization is like."

#### **2020 Can Be the Year of the Republican Woman -- But It Will Take Work**

"GOP women -- and there are many -- want to serve in elected office. But, they face obstacles not seen by their male peers, or even their female peers on the left. The result is Republican representation that, at least in terms of gender, falls painfully short of reflecting the American public."

#### **When American Suffragists Tried to 'Wear the Pants'**

"In 19th-century America, the struggle for women's rights -- including the right to vote, enshrined nearly 100 years ago in the Nineteenth Amendment -- often went hand in hand with other social and political goals: from abolishing slavery and securing Native American land rights to promoting temperance and championing the dress-reform movement. Dress reformers proposed comfortable and healthful alternatives to confining garments such as corsets and crinolines, the cagelike steel underskirts that characterized female fashion at the time. Chafing against clothing norms was, of course, not quite the same thing as rebelling against the patriarchy, but the two issues frequently overlapped."

#### **Invisibility of Race in Gender Pay Gap Discussions**

"Despite the work done by intersectional feminists, who advocate for a more inclusive approach to feminism, and who acknowledge that systematic oppression is enforced not only by gender but other forms of identities, race is still largely invisible in gender discussions-including in gender pay gap discussions."

#### **There Were More CEOs Named Jeffrey Than CEOs Who Were Women Last Year**

"In an analysis of new CEOs last year, *Fortune* magazine made a fascinating discovery: More men named Jeffrey -- and Michael -- than women were made CEOs. Two Jeffries and two Michaels became CEOs in America's top 250 corporations; only a single woman did."

## Empowering Photo of the Month



*The "Fearless Girl" statue outside of the New York Stock Exchange.  
Photo credit: Michael Nagle/Bloomberg*

The last all-male board in the S&P 500 has finally added a woman, marking the first time that all S&P 500 companies have at least one female director.

Copart Inc., the last company in the index without a female director, appointed CyrusOne CFO Diane Morefield to its board of directors in July.

"The final stretch of progress has been slow. In 2000, about 86% of S&P 500 companies had at least one women on their board according to Spencer Stuart. The last 14% of companies have taken almost 20 years to close the gap," reported [Bloomberg](#).

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