

UNFINISHED BUSINESS

MONTHLY NEWSLETTER | DECEMBER 2017

INSIGHTS ON EQUALITY FOR WOMEN

Shaping the Future: Educating Girls and Boys to Value Gender Equality



Vision 2020's programs advance women's equality in three ways: honoring the past, enriching the present and shaping the future. That last focus – shaping the future – means creating ways for girls and boys to work together, to learn and understand the contributions of women throughout history, and to value gender equality and shared leadership.

Vision 2020 recently hosted 20 middle schoolers on a [field trip to learn about women's history and women's rights](#).

Vision 2020 News

Meet Vision 2020's New Program Director!

Joyce Lewandowski has joined the national office team as program director for Vision 2020.

Joyce will provide strategic direction and support to Vision 2020's national network of Delegates and Allied Organizations. She will direct the Shared Leadership Campaign and the Youth Education Initiative and will work closely with the Women 100 team to plan and implement the celebration of 100 years of women's voting rights in 2020.

Over the past 12 years in the field of education, Joyce worked in New York as an administrator in student life, leadership development, equity and inclusion, residential life and career development.

Welcome, Joyce!



Joyce Lewandowski, Vision 2020's new program director

Lawmakers Recognize Vision 2020's Campaign for Equality and Women 100

On December 11, Pennsylvania lawmakers recognized Vision 2020's Campaign for Equality and Women 100 through a resolution introduced on the floor of the House of Representatives in Harrisburg.

Introduced by State Representative Leanne Krueger-Braneky, House Resolution 606 recognizes Vision 2020's Women 100 as the national centennial celebration of the 19th Amendment to the U.S. Constitution in the year 2020.

The resolution passed unanimously.

[Read the resolution.](#)



Rep. Leanne Krueger-Braneky with Vision 2020 Communications Manager Kathleen McFadden at the Pennsylvania House of Representatives.

Vision 2020 Vice Chair Appointed Co-Chair of ABA Initiative for Women

Roberta Liebenberg, a partner at Fine, Kaplan and Black who also serves as vice chair of the Vision 2020 Leadership Circle, has been appointed by the president of the American Bar Association to serve as co-chair of the ABA's Presidential Initiative on Achieving Long-Term Careers for Women in Law.

The initiative researches the reasons for the disproportionately high rate of attrition of senior women lawyers from the profession and develops best practices to ensure their retention.

Roberta hopes this research will shed light on the structural changes that are needed to help ensure more women lawyers stay in the profession.

"The initiative is very important because it represents the first time that empirical research will be conducted concerning the career paths and trajectories of women lawyers as compared to their male counterparts," she said. "Are we seeing any patterns where some companies and law firms are doing better than others in retaining their more experienced women lawyers, and why? **This is not about changing the women. It's about changing the places where they work in order to retain and advance many more women than they are currently doing.**"

Delegate & Ally News

If you are a Delegate or your organization is a Vision 2020 Ally and would like to be featured, send your news to vision2020@drexel.edu.

Two New Delegates Join Vision 2020



From left: Vision 2020 Executive Director Alison Nolan, Lucia Bruce and Deborah Harmon-Pugh from Women Veterans ROCK!, Lynn Yeakel, and Vision 2020 Program Director Joyce Lewandowski

The Vision 2020 family continues to grow with the addition of two new Delegates:

- Deborah Harmon-Pugh in Pennsylvania (pictured above), president of The

- Deborah Harmon Fugh in Pennsylvania (pictured above), president of The Healthy Caregiver Community Foundation and national campaign chair for its [Women Veterans ROCK!](#) program, which is Vision 2020's newest Allied Organization.

- **Angela Dodson in New Jersey**, an independent editor, writer and consultant who recently authored a book titled "[Remember the Ladies: Celebrating Those Who Fought for Freedom at the Ballot Box.](#)"

Getting to Know You: Q&A with a Kentucky Delegate

Vision 2020 Delegates are advancing women's equality across the country.

We recently caught up with [Eugenia Potter](#), a Delegate in Kentucky, to learn about her work at the Kentucky Woman Suffrage Project, her favorite female history-makers, and what women's equality means to her.

[Read our Q&A with Eugenia.](#)

An Ally Celebrates 40 Years



The [Forum of Executive Women](#), a women's leadership organization that is a Vision 2020 Ally, celebrates its 40th anniversary this month.

Given the tsunami of sexual harassment allegations against powerful men in recent months, groups like the Forum, which has 450 members, are more important than ever.

In an [interview](#), the Forum's president said, "Primarily, our focus is trying to get more women in positions of leadership. If we can accomplish that, much of what we are seeing [with sexual harassment in the workplace] would take care of itself." We couldn't agree more.

Cheers to 40 years (and many more)!



- [Person of the Year: The Silence Breakers \(TIME\)](#). *TIME* magazine has named "the silence breakers" – those who came forward to accuse powerful men of sexual misconduct – as its person of the year for 2017. As the article states: "We're still at the bomb-throwing point of this revolution, a reactive stage at which nuance can go into hiding. **But while anger can start a revolution, in its most raw and feral form it can't negotiate the more delicate dance steps needed for true social change. Private conversations, which can't be legislated or enforced, are essential.**"
- [Word of the Year: 'Feminism' \(The New York Times\)](#). Merriam-Webster's word of the year for 2017 is "feminism." Lookups for "feminism" increased 70% over 2016 and spiked several times throughout the year after key events like the Women's March.
- [2018 Will See the Highest Number of Women Running for Congress, Ever. \(Refinery29\)](#). A lot of women are planning to run for office next year. In fact, the numbers are record-breaking. According to new data from the **Center for American Women and Politics, a Vision 2020 Ally**, 369 women are planning to run for Congress in 2018, the highest number of female candidates planning to run for House seats ever.
- [Raising the Next Generation of Men \(Vision 2020 Blog\)](#). In a #metoo world, how do we raise boys to become men who respect women and value diversity, inclusion and equality? Kiersten Tomson, a member of the Vision 2020 Communications Committee, and her "tribe of mothers" weigh in.
- [America Needs Men to Step Up or Step Aside \(The Huffington Post\)](#). In an article about the recent #metoo movement, **Erin Vilardi, a Vision 2020 Delegate who founded VoteRunLead, a Vision 2020 Ally**, calls for a power shift in politics: "What we're clearly missing overall is policy that reinforces a system of justice for women. Government is toxic. Government is still a 'good old boys' club,' and it's time it comes to an end. The only solution is equity."
- [Why Older Women Will Rule the World \(NBC News\)](#). The future is female, according to experts at MIT's AgeLab. Why are women over 50 destined to rule the world? "You're more likely to drive health care decisions in your family, control

household spending, care for millennials and elders, start a business *and* initiate a divorce. You have the longevity advantage over men."

- **[The EU Is Taking a Drastic Step to Put More Women on Corporate Boards](#)** (*Fortune*). The European Union's legislative body will advocate for a gender quota that requires 40% of a company's non-executive directors to be female. The effort is aimed at turbo-charging progress toward gender equality on boards in the EU, where women currently hold, on average, 22% of seats. (By comparison, corporate boards in the U.S. are about 20% female.)
- **[On Gender Differences, No Consensus on Nature vs. Nurture](#)** (*Pew Research Center*). Stereotypical beliefs about gender differences remain strong. People think men face pressure to support their family financially (76%) and be successful in their career (68%), while women are expected to be an involved parent (77%) and physically attractive (71%).
- **[Men Are Now More Likely Than Women to "Marry Up"](#)** (*Vogue*). Women are outpacing men in college enrollment and driving growth in the labor force. As a result, between 1990 and 2011, women's personal earnings grew faster than men's earnings. Now, the number of highly educated women "exceeds the number of highly educated men in the marriage market." Put another way: men are now more likely than women to "marry up."
- **[Sexual Harassment Is Becoming a Serious Investment Risk](#)** (*Barron's*). Companies that tolerate or cover up sexual harassment, perpetuate a culture that fosters it, or fail to provide proper avenues for employees to report concerns and offenses, could pay in multiple ways, from difficulties in attracting, retaining and motivating talented workers to customer defections, ruined business deals and lost revenue and profit. **Thirty Percent Coalition, a Vision 2020 Ally**, is featured in this article.
- **[To Inspire Girls Today, Honor the Groundbreaking Women of History](#)** (*The Philadelphia Inquirer*). Fewer than 11% of the figures mentioned in history textbooks are women. How do we decide which historical figures we discuss and which ones are left out? Two educators weigh in on the bias seen in textbooks: "If we only teach certain stories from history, and if we leave out so many female pioneers, school-aged girls will only see themselves pursuing certain paths. They won't have the examples needed to imagine other outcomes."

Mark Your Calendars

Have an upcoming event you'd like us to share? Send it to vision2020@drexel.edu.

2018 National Congress in Miami



The sixth Vision 2020 National Congress, convening Delegates, Allied Organizations and other leaders from across the country, will take place from September 27-29, 2018, in Miami.

More details will follow in the coming months. In the meantime, [email us](#) with any questions or suggestions you may have.

Empowering Photo of the Month

Have an empowering photo to share? Send it to vision2020@drexel.edu



TIME named "The Silence Breakers," the individuals who set off a national reckoning over

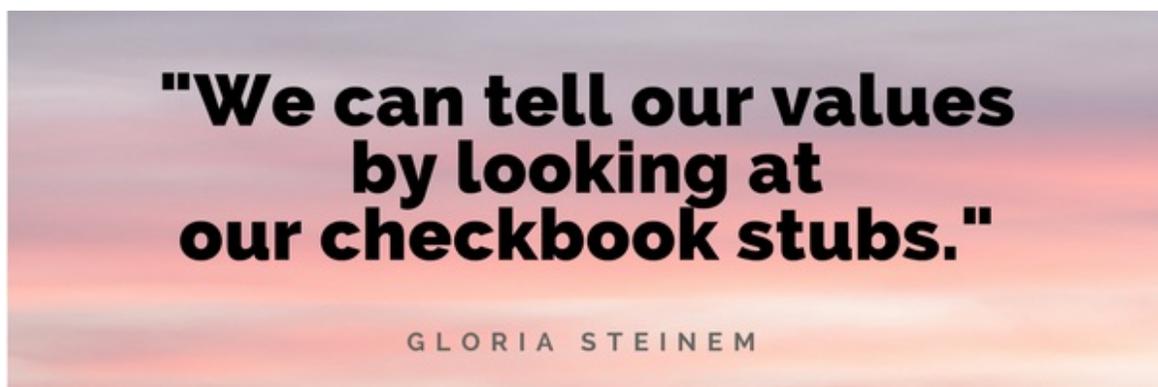
the prevalence of sexual misconduct, its 2017 Person of the Year.

"The galvanizing actions of the women on our cover ... along with those of hundreds of others, and of many men as well, have unleashed one of the highest-velocity shifts in our culture since the 1960s," said the magazine's editor in chief, Edward Felsenthal.

"The idea that influential, inspirational individuals shape the world could not be more apt this year," Felsenthal added. "For giving voice to open secrets, for moving whisper networks onto social networks, for pushing us all to stop accepting the unacceptable, The Silence Breakers are the 2017 Person of the Year."

Donate to Vision 2020

Invest in Women's Equality This Giving Season



The holiday giving seasons reminds us that our contributions, big or small, can make the world a better place.

At Vision 2020, we think a good place to start is at the decision-making tables in business and government so that half the population – women and girls – are equally and fairly represented.

This giving season, invest in women's equality. [Contribute a portion of your charitable giving to our mission, or gift a donation in a loved one's name.](#)

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