



LETTER FROM THE CHAIR



MAY 2016

Last Sunday, many of us celebrated Mother's Day. According to research collected by the **National Women's Law Center (NWLC)**, the "Motherhood Wage Gap" is even greater than the national gender pay equity gap. Mothers typically make only 73 cents for every father's dollar, creating a gap of 27 cents. That puts Mother's Equal Pay Day at May 16, meaning a mother has to work that far into 2016 to make as much as a father did in 2015. The NWLC, a Vision 2020 Ally, has even developed a [state-by-state map](#) that shows how your region compares. Let's see what we can all do to close the gap by Mother's Day next year!

We'll be looking for women who have made history in every state as Vision 2020 prepares to host the national commemoration of the 19th Amendment's centennial. The planning committee will wrap up its early work at a May 19 meeting, leading to a document that will outline the opportunities for all 50 states to participate in a year of activities focused on equality.

A lot of what happens in the four years leading up to the multiple events of 2020 will revolve around communications - getting out the word, exciting the public. Each of us has a stake in this. Don't try to figure out what other people want to hear from you - figure out what you have to say about Vision 2020.

I'm finding that wherever I go, Vision 2020 goes with me. This summer, we expect to have

a Vision 2020 presence at the Republican National Convention in Cleveland and the Democratic National Convention in Philadelphia. If any of you plan to attend either, please let us know.

In the 1990s, I spent a number of years as Mid-Atlantic Regional Director of the U.S. Department of Health and Human Services. There were nine other Directors from around the country whom I came to know. I will host a reunion in July after more than 15 years, and I expect to let these talented people from across the U.S. know about Vision 2020. I encourage each of you, at every opportunity, to surface the importance of our four goals and plans for 2020.

CHEERS!

To Leadership Circle member **Renee White**, Dean at Simmons College, who is moving on to become Provost at Wheaton College in Massachusetts.

To new team member **Anne Crowley**, who has joined the Vision 2020 home office staff and helped launch the U.S. Senate Resolution on the centennial celebration.

To California Delegate **Sara Terheggen**, who has moved from Skadden, Arps, Slate, Meagher & Flom LLP to Morrison & Foerster as a corporate partner.

To Vision 2020 Ally **Political Parity** and its leadership team now administered by another Ally, the **Center for American Women and Politics** at Rutgers University, advancing the goal of shared leadership among women and men in government.

A model worth replicating: The Wharton School at the University of Pennsylvania has a coalition of student groups united behind what they call ROE. That means "Return on Equality," a tweak from ROI (Return on Investment). The "ROE" is a natural measure for those of us at Vision 2020, particularly in conversations with business leaders on the worth of Shared Leadership among women and men. If "ROE" is not expressly part of the bottom line yet, it's getting there.

Finally, a fun story. Students in a junior high school were asked to provide a written answer to the question: "Who would you most like to be stuck in an elevator with?" The responses covered a whole range of movie stars, sports heroes, popular singers. The winner: A girl who wrote: "An elevator engineer." Let's follow her future.

Happy May!



P.S. Two media notes:

Recently, I was [interviewed](#) on *The Takeaway* for Public Radio International about my campaign run in 1992 and the importance of women in this year's election cycle.

Also of interest, there was an [interesting article](#) in the *Wall Street Journal* about the lack of evidence that diversity training is working. Being aware of biases and correcting biases are two different things.



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