

UNFINISHED BUSINESS

MONTHLY NEWSLETTER | NOVEMBER 2017

INSIGHTS ON EQUALITY FOR WOMEN

Standing Together to Speak Truth to Power



It has been 42 days since *The New York Times* published its first report detailing allegations of decades of sexual harassment and misconduct by movie mogul Harvey Weinstein. In the six weeks since, increasing numbers of women, and some men, have come forward to share their personal experiences with Weinstein and other powerful men.

Finally, we are discussing a problem that has been ignored for far too long, despite having been illuminated nationally a quarter century ago.

It's not surprising to me that there are so many stories of sexual harassment now coming out. According to the U.S. Equal Employment Opportunity Commission (EEOC), up to 85% of women have experienced sexual harassment in the workplace at some time. Why has it taken so long to acknowledge this major problem in America? And will the momentum we're seeing now to punish perpetrators be sustained or fade away?

We need to stand up, speak up and step up when we experience or witness the abuse of power.

Vision 2020 News

Introducing the New Chair of Vision 2020's Toast to Tenacity™

Margye Solomon, director of corporate business development at She's It LLC, has joined Vision 2020's volunteer leaders as chair of the Toast to Tenacity. To celebrate Women's

Equality Day each year, Vision 2020 hosts its Toast to Tenacity, honoring the Suffragists and their work to secure voting rights for women through the passage of the 19th Amendment to the U.S. Constitution.

As chair of Vision 2020's Toast to Tenacity, Margye will support the national expansion of this event and coordinate with Delegates and Allied Organizations on their own Women's Equality Day commemorations.

Margye is passionate about small business development and advancing women. In addition to her work with Vision 2020, she holds volunteer roles with Ellevest Network and the Women's Business Enterprise National Council (WBENC).

Welcome, Margye!



Lynn Yeakel, Laura Wooten, who was born in 1920, Laura's daughter Yvonne Hill, and Women 100 chair Dianne Semington toast the Suffragists at the Vision 2020 Toast to Tenacity, which will now be chaired by Margye Solomon.

Add These to Your Listening Queue



Lynn Yeakel recently was featured on "The After Show," a podcast developed by Après, a service that helps women reenter the workforce. [Listen on SoundCloud](#) as Lynn shares her wisdom on how women can succeed both at home and in their careers, and how it's not only possible but essential that the U.S. reach shared leadership among women and men.

Additionally, *The Women's Report* recently featured Lynn as its "Woman of the Month." [Watch the video interview](#), which details Lynn's 1992 U.S. Senate run, the inspiration behind starting Vision 2020, and steps everyone can take to advance gender equality.

Coming Soon: Vision 2020 Year-End Campaign



The best way to predict the future is to create it.

This upcoming holiday season, help make shared leadership among women and men a reality by making a [donation to Vision 2020](#), either as part of your annual giving or as a gift made in the name of a loved one.

The year-end campaign will launch at the end of this month. Be on the lookout for more information coming soon!

Delegate News

*If you are a Delegate and would like to be featured,
send your news to vision2020@drexel.edu.*

Florida Delegate Represents Vision 2020 at Women's Conference



[Maddie Stewart](#), a Vision 2020 Delegate in Florida, recently spoke about Vision 2020 at Progressive Women's Day, a conference for progressive women in Southwest Florida that took place on October 28. In her remarks, Maddie said "If you're not voting, you're not being part of the democracy."

Organized by Karen Nathan and Dena Geraghty, the meeting had a capacity crowd of 200 attendees who came to hear talks on topics ranging from gender equality and diversity to political engagement, immigration, women's health and children's services.

Texas Delegate Launches Statewide Campaign



Kim Olson submits her bid for Texas commissioner of agriculture.

[Kim Olson](#), a rancher, educator and retired Air Force colonel, who has been a Vision 2020 Delegate since 2010, is running for commissioner of agriculture in Texas. She held a campaign launch party on Veterans' Day (November 11).

Kim's platform focuses on influencing the future of sustainable food production, improving markets for Texas produce, and encouraging rural and urban development that improves access to healthy food.

Kim is an example of the many veterans currently running for office.

Alaska Delegate Spreads Message of Women's Equality for Domestic Violence Awareness Month



Barbara Belknap, right, was recently interviewed about Domestic Violence Awareness Month.

[Barbara Belknap](#), a Vision 2020 Delegate from Alaska who is active with the National Organization for Women, was interviewed last month by a local radio station regarding her involvement in planning a Domestic Violence Awareness Month event.

When asked about her involvement with women's organizations, Belknap said she is motivated by the "ongoing battle for women's rights and making sure that women are represented at all levels of government."

[Listen to the full interview.](#)

Ally News

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

VoteRunLead Alums Win Big on Election Day

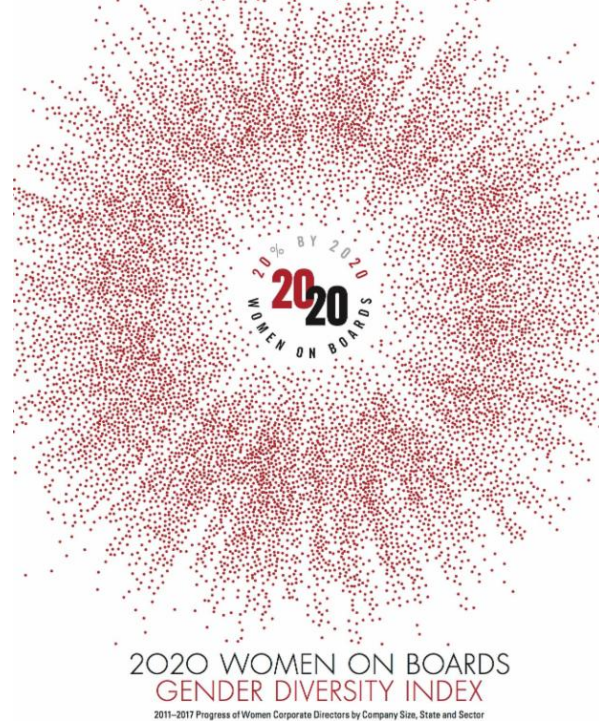


Women who trained to run for office through [VoteRunLead](#), a Vision 2020 Ally, were on the ballot on Election Day, and many of them won their races.

Of the 35 VoteRunLead alums on the ballot from Kansas to Minnesota to New York, 25 won their races – 21 of them (59%) being first-time candidates, who typically only win 10% of the time. Additionally, 11 are women of color (44%) and two are transgender leaders.

Congratulations to VoteRunLead and all the women who had the courage to train and run! Your hard work and dedication are what's needed to advance shared leadership in government.

More Than 20% of Fortune 1000 Board Seats Now Held by Women, Reports 2020 Women on Boards



[2020 Women on Boards](#), a Vision 2020 Ally, has surpassed its national goal of 20% of women holding board seats at Fortune 1000 companies – and three years ahead of schedule.

In its [2017 Gender Diversity Index](#), which was [released](#) on November 8, the organization reported that women now hold 20.8% of the board seats of Fortune 1000 companies.

Co-founders Malli Gero and Stephanie Sonnabend attribute their organization's success to the following: "Through education and advocacy, we promoted a national dialog on the topic of boardroom diversity and the benefits that women bring to a company's bottom line. We congratulated companies that achieved and surpassed the 20% goal. We encouraged companies with no women on their boards or just one woman to embrace change and diversify. Through a network of dedicated supporters and volunteers, we have taken our message across the country. The campaign works. Today over half of our Gender Diversity Index companies have boards with 20% or more women directors. It's a great milestone."

They added: "We're proud of our accomplishments, but the work's not done. There are still 55 GDI companies without women on their boards. There are 34 companies that have never had a woman director in the seven years that we've been tracking this data. We've also learned over the years that smaller companies have poorer diversity records than industry leaders ... **We realize that change takes time. But if our success over the last seven years has taught us anything, it's that together we can move the needle and make a profound difference.**"

Congratulations on reaching this milestone, 2020 Women on Boards!

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.

What We're Reading



- [Women's Historic Election Wins Show the Need to Keep Fighting for Equal Rights](#) (*Newsweek*). The glass ceiling got a lot more cracks on Election Day 2017 when voters elected history-making women, including the first out transgender woman, the first female African-American lieutenant governor, Seattle's first lesbian mayor, and first black woman mayor of Charlotte, North Carolina.
- [Women, Minorities Take More Seats in U.S. Boardrooms](#) (*Reuters*). White men still overwhelm the boardroom but for the first time, women and minorities together accounted for half of the new independent directors appointed by corporate

America this year, according to a new study by recruitment firm Spencer Stuart.

- **[A Surge of First-Time Female Candidates Are Storming the Political Arena \(NBC Nightly News\)](#)**. Fifty-two women were on the ballot for Virginia in the November 7 election – a 60 percent jump from the past two elections, reflecting a nationwide trend in more female candidates from both parties. In this segment, **Debbie Walsh of the Center for American Women and Politics, a Vision 2020 ally**, was interviewed, saying "We're seeing well over twice as many women now talking about running in 2018."
- **[Women's Whisper Network Raises Its Voice \(The New York Times\)](#)**. For as long as women have been in the labor force, a behind-the-scenes support system known as the "whisper network" has served as a vital source of shared information and a safe space for communal commiseration. Advice on salary negotiations, office politics and work-life balance is disseminated through informal conversations. But the network also allows employees to clue each other into a spectrum of behavior that is often unseen or ignored by their employers: the boss who scoffs at maternity leave, the manager known for ribald jokes, the colleague rumored to be a groper, or worse.
- **[The 'Click' Moment: How the Weinstein Scandal Unleashed a Tsunami \(The New York Times\)](#)**. In 1991, women wore "I Believe Anita" buttons. Now they post #metoo. Social media, famous accusers and generational change add up to a profound shift.
- **[It'll Take 217 Years for Women to Achieve Equality in the Workplace \(Fortune\)](#)**. Rather than shrinking, the global economic gender gap-which considers women's labor force participation, wage equality, and professional leadership-continues to widen, according to a new report by the World Economic Forum. In fact, progress on this front reverted back to 2008 levels this year, after peaking in 2013.
- **[Eva Longoria: Latina Wage Gap is Like Ripping a Dollar in Half \(The Huffington Post\)](#)**. Latina Equal Pay Day was November 2, symbolically marking the day when the average Latina would have finally made the same amount that the average white man made the previous year. Latinas experience one of the largest gender wage gaps among all women, making just 54 percent of white men's annual earnings. That's less than white, Asian, black or Native American women.
- **[Parents Favor Boys Over Girls When It Comes to Saving for College \(CNBC\)](#)**. A recent study by T. Rowe Price revealed that 50% of boy-only households had money saved for their children's college compared with only 39% of parents of girl-only households.

Empowering Photos of the Month

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



the WOMEN'S MARCH: ROUND 2

Pulitzer Prize-winning cartoonist Signe Wilkinson recently illustrated [the power of women voting](#).

As Ed Rendell, former governor of Pennsylvania, [said on 50/50 Day](#) earlier this year:
"Marching is fine, but the most important march is the march to the polls."

Check out Signe's work on [Instagram](#), [Facebook](#) and [Twitter](#).



Julia Knapp, the lone girl on her high school football team in Troutman, North Carolina, is also the first female ever to score a point for her school.

Last month, after the homecoming football game, she was crowned both Homecoming Queen and Offensive Player of the Game.

Her mother, Susan Brubaker Knapp, shared this on [Facebook](#): "One of the coolest things to come from her playing: all the little girls, and boys, coming up after the games to talk to her and have photos taken with her. **She's helping break stereotypes, and encouraging girls to dream big and do whatever they put their minds to.**"

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