

UNFINISHED BUSINESS

MONTHLY NEWSLETTER | NOVEMBER 2018

INSIGHTS ON EQUALITY FOR WOMEN

Moving Toward Shared Leadership



Cartoon by Signe Wilkinson

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

As we all have happily heard by now, a record number of women were elected to the U.S. Congress in the November 6 elections. [At least 125 seats](#) will be held by women (some close races are still being decided) when the U.S. Senate and House of Representatives convene in January, representing 23% of the total seats. This brings us nearly halfway to the Vision 2020 goal of 50-50 shared leadership among women and men at the national legislative level.

Although men still outnumber women by more than four to one in Congress, these numbers represent a great step in the direction of gender balance at the tables where decisions are made, priorities set and resources allocated that affect all our lives.

Capturing Voters' Feelings on Election Day

Voting
makes
me
feel



On Election Day 2018, Vision 2020 asked its community on [Facebook](#), [Instagram](#) and [Twitter](#) to fill in the blank: "Voting makes me feel _____."

Below are their feelings, in their own words.

Voting makes me feel ...

... that I owe it to my ancestors to walk through the door they kicked down.

... like it's my duty to fulfill the dreams of my ancestors.

... grateful to those who came before me to secure that right.

... grateful to be an American where I have this right.

... involved and respectful of my ancestors.

... that I am honoring our past and supporting our future.

... empowered.

... powerful.

... grateful.

... hopeful.

... heard.

... engaged.

... honored.

... energized.

... strong.

... connected.

... responsible.

... accountable.

... equal.

... happy.

... excited.

... emotional.

... nervous.

... free.

... proud.

... like the patriot I am.

... like an American.

New Partners for Vision 2020's Women 100

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.



The City of Philadelphia, Kimmel Center for the Performing Arts, Independence National Historical Park and National Constitution Center are program partners of *Women 100*.

The growing list of *Women 100* Proud Partners -- organizations and institutions that support women's equality and are planning complementary programming promoting women in 2020 -- includes The Philadelphia Orchestra, Brandywine River Museum of Art, Singing City, Historic Philadelphia, Visit Philly, She's It, Chamber Orchestra of Philadelphia and Beyond the Bell Tours.

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

Delegate & Ally News

Vision 2020 Welcomes New Delegates and Allied Organizations

In an effort to have our national coalition better reflect the 50-50 shared leadership we seek in business and government, Vision 2020 has focused new Delegate outreach efforts on men who are gender equality allies.

We are pleased to announce the addition of five new Delegates, three of whom are men, and two new Allied Organizations.

New Delegates

- Ann Baruch, a leader in Outward Bound in Spring Island, South Carolina
- Kyle Black, assistant principal of grades 7-9 at First Philadelphia Preparatory Charter School
- Justin Ennis, executive director of After School Activities Partnerships, a Vision 2020 Allied Organization in Philadelphia
- Anthony Dior Gaenslen, an attorney in Ithaca, New York
- Gale Morrison, who is active in the League of Women Voters and Girl Scouts of the USA, two Vision 2020 Allied Organizations

New Allied Organizations

- [A Call to Men](#)
- [The Junior League of Philadelphia](#)

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 in California Hosts Voter Mobilization Event

Dawn Dyer, a Vision 2020 Delegate in California, recently organized an [event](#) focused on women's activism, social issues and gender parity on corporate boards.

The National Association of Business Owners' Ventura County chapter, along with the American Association of University Women Camarillo, the League of Women Voters, Women's Economic Ventures and Vision 2020, represented by Dyer, hosted an informative evening to answer the question, "Why should women care about advocacy and public policy?"

Five speakers, including Senator Hannah-Beth Jackson, spoke to a packed room about the need for women of all ages and ethnicities to get out and vote. Other topics included discussions about the gender wage gap and the passage of SB 826, a new California law requiring women on corporate boards.

"We want to excite, engage and make active the women and men who care about women's issues to use their voice and vote at the polls," Dyer told the [Ventura County Star](#). **"Democracy is a privilege and it cannot exist without an active and engaged electorate. We won't make it as a democracy unless we get a larger group of the population involved in the political process."**



Dressed as a suffragist, Dawn Dyer represents Vision 2020 in Ventura County, California, at an event about women's civic engagement.

Member of Allied Organization Wants to Oversee Philadelphia Elections

Jen Devor recently left her role as director of partnerships at Campus Philly, a Vision 2020 Allied Organization, to pursue a career in government. [She's running for Philadelphia city commissioner.](#)

If elected in May, Jen vows to increase voter turnout, protect voter rights and ensure that Election Day in the City of Brotherly Love and Sisterly Determination runs smoothly. Among U.S. states, [Pennsylvania ranks 31st in terms of voter accessibility.](#)

Running for public office is no small undertaking. We [recently spoke with Jen](#), who says "my dream, my goal, is to revolutionize the way Philadelphia votes." That is her motivation to take her part-time civic work to a full-time role focused on election oversight, and who knows? It may become a model for others to follow!



Ally Authors Chapter in New Book on Board Diversity

Thirty Percent Coalition, a Vision 2020 Allied Organization, recently announced that it is included in a book [More Women on Boards: An International Perspective](#).

Within the book, Coalition founder Vicki Kramer co-authored the chapter, "Using Power and Influence to Create Gender Diverse Boardrooms: The Role of Public Policy."

Since Thirty Percent Coalition's launch in 2012, it has encouraged 189 companies to appoint a woman to their boards.

What We're Reading

[Women Candidates Smash More Barriers in History-Making Election Night](#)

"Women are heading to the House of Representatives in record-shattering numbers."

[Women Candidates Who Lost in 2018 Shouldn't Give Up Running for Office, New Research Suggests](#)

"According to the study, voters by and large still rate women candidates favorably after they lose an election, and still believe that women candidates are qualified to run again in the future."

[Black Women Leaders Are Following in Shirley Chisholm's Footsteps on Election Day](#)

"Across the country, African American women are poised to make history, in city halls, state houses and Congress. Black women are often at a double disadvantage on the campaign trail, where they have to confront both sexism *and* racism."

[Here's What Some Companies Are Doing to Close Their 47% Latina Pay Gap](#)

November 1 marked "the point at which Latina women have earned as much as white men did in 2017. Latina women earn 47 percent less than white men, or 53 cents for every dollar a white man earns."

[#MeToo and Gender Parity in the Workplace: It's Time to Change the Dialogue](#)

"Engage men in the conversation about women's leadership parity."

[Duchess Meghan Gives Powerful Speech on Women's Suffrage: "Feminism Is About Fairness"](#)

"Suffrage is not simply about the right to vote but also about what that represents: the basic and fundamental human right of being able to participate in the choices for your future and that of your community, the involvement and voice that allows you to be a part of the very world that you are a part of," Duchess Meghan said."

Empowering Photos of the Month

PRICE \$8.99

NOV. 19, 2018

THE NEW YORKER

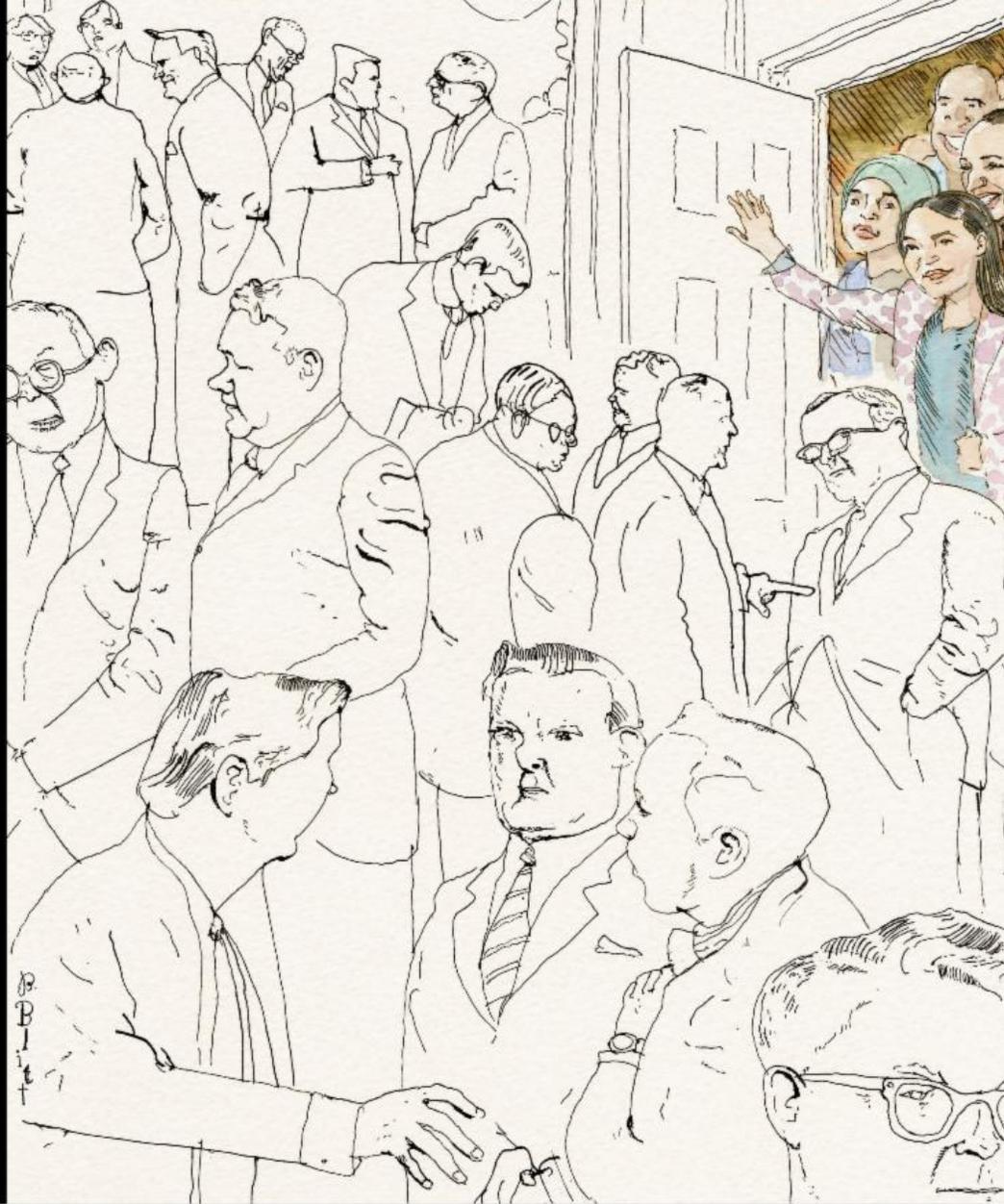
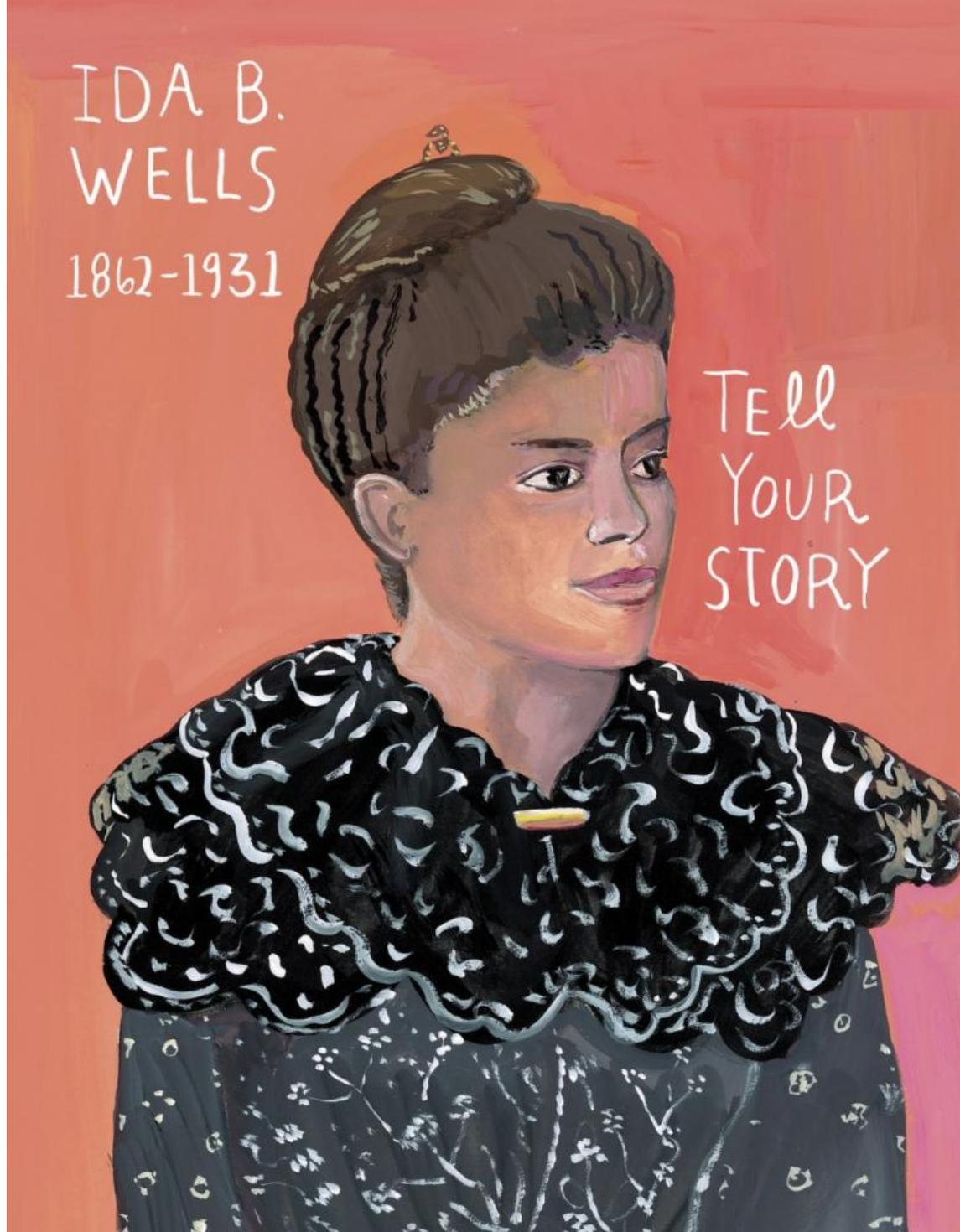


Photo: The New Yorker

The New Yorker's November 19 [cover](#), titled "Welcome to Congress," is a nod to the record number of women elected to Congress in the 2018 midterms.

The cover "highlights the diversity of the incoming freshman class of Congress and underscores what they will be walking into in January 2019: A room filled with white men," said [Huffington Post](#) reporter Carla Herreria.



*Maira Kalman painted portraits of suffragists for Gillibrand's book.
Pictured above is her portrait of Ida B. Wells.*

Senator Kirsten Gillibrand of New York recently authored [a children's book about women's suffrage](#), titled *Bold and Brave: Ten Heroes Who Won Women the Right to Vote*.

In the book, which features suffragists illustrated by Maira Kalman, Gillibrand challenges the next generation of young activists: "You are the suffragists of our time. What would you change if you could?"

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