

UNFINISHED BUSINESS

MONTHLY NEWSLETTER | MAY 2019

A MESSAGE FROM THE PRESIDENT

Envisioning Shared Leadership in the Home



Lynn Yeakel,
president and founder of
Vision 2020

It's the time of year to honor the parents in our lives through Mother's Day and Father's Day, to say thank you for all they do to support their loved ones and keep everyday life running smoothly.

These occasions also present an opportunity to raise awareness of the roles that men and women have traditionally played in the household and examine what has come to be called "the mental load," which disproportionately affects women.

The [mental load](#), also known as invisible or emotional labor, is "the never-ending, sometimes soul-crushing to-do list that women manage in order to keep their children thriving and households running smoothly." It is the [planning, scheduling, negotiating and problem-solving work](#) that households and families rely on -- constantly anticipating and organizing what needs to get done. In my own home, which I consider to be quite gender-balanced and equitable, I still am "the keeper of the list."

A recent *New York Times* op-ed noted that despite division of labor in the home being one of the most important equity issues of our time in those homes shared by women and men, "[it will be another 75 years before men do half the work](#)." A [study on the ramifications of the mental load](#) published earlier this year found that 90 percent of women polled said they bore sole responsibility for organizing their family's schedules, while 70 percent saw themselves as "captain" of their family's ship, routinely completing or assigning household tasks.

We all have been raised in a society that unconsciously distributes stereotypical tasks. As I wrote in a [Huffington Post column about household chores](#): "Roles are defined. Expectations are shaped. According to a *TIME* [article](#) by Eliana Dockterman, 'This chore gap also demonstrates to girls that household work doesn't count as work that should be rewarded. It's no wonder then that when they grow up, women spend more

than twice as much time on unpaid work (like childcare and household chores) as men do each week...' In other words, it's clear that men's work is valued more highly than women's work."

The good news is that gender balance in the home has come a long way in the last 60 years. Among opposite-sex couples, there are plenty of male partners out there who are happy to share the never-ending to-do list, and studies have shown [same-sex couples are more likely to share chores](#). Acknowledging that the problem of the mental load exists -- giving it a name -- is an important step in creating truly egalitarian partnerships.

As we celebrate the mothers and fathers in our lives, let's take a moment to consider the roles we play in our own homes, both as partners and as parents, and how all of us -- not just women -- can share the role of CEO of the House.

Vision 2020 News

Vision 2020 Is Hiring!

The Vision 2020 team is growing!

As we near *Women 100: A Celebration of American Women*, taking place throughout 2020, we seek to add the following members to the national office staff:

- [Program Manager, Vision 2020](#)
- [Executive Assistant, Vision 2020](#)

If you are interested in applying or know someone who may be a good fit, please submit an application at the above links.

Welcoming Vision 2020's Newest Coalition Members

We are pleased to announce the addition of several individuals and organizations to Vision 2020's national coalition.



Vision 2020's newest Leadership Circle members: Ron Coley, Alexia Hudson-Ward, Rob Robertson and Will Collins.

New Leadership Circle Members

Deborah Brittain has recruited the following individuals to join her on the Vision 2020 Leadership Circle:

- Ron Coley, a graduate of Drexel University, a retired military officer and a retired vice chancellor for business and administration services at University of California's Berkeley and Riverside campuses
- Alexia Hudson-Ward, a former Coca Cola marketing executive who now serves as director of libraries at Oberlin College
- Rob Robertson, a former Baltimore Ravens player and current executive director at JP Morgan Chase in the mid-Atlantic region

- Will Collins, a business development manager at Cisco Systems and advocate for women's rights and equality

New Delegate

- Amanda Morrison, a Temple University student, and founder and executive director of Missouri M.A.D.E. in Springfield, Missouri

Interested in becoming a Delegate, or have someone in mind to nominate? Fill out our [Delegate Application](#).

New Allied Organization

- [Missouri M.A.D.E.: Molding a Diverse Electorate](#), a non-partisan women's empowerment organization that seeks to diversify representation in Missouri and beyond by empowering young women to run for public office

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

New Women 100 Proud Partners

- [Girls Know How](#), which plans to participate in Vision 2020's *Women 100* by donating books and conducting free career adventure workshops for girls to explore the careers of their dreams.
- [Philadelphia's Historic Neighborhood Consortium](#), which plans to expand its Once Upon a Nation walking tour telling only women's stories in support of Vision 2020's *Women 100*.
- [Theatre Horizon](#), which will produce a show in 2020 called "The Agitators" that celebrates the 19th Amendment by telling the story of Frederick Douglass and Susan B. Anthony -- which the organization calls "the 50-year friendship that rewrote American democracy."
- [Wyck Historical House, Garden and Farm](#), which plans to host its 4th annual Women's History Series in March 2020, highlighting the work of important abolitionists and suffragists like Caroline Earle White and Jane Bowne Haines II.

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](#).



The Phillie Phanatic, Melinda Johnson, Swoop and Lynn Yeakel enjoy a sunny afternoon in Philadelphia.

You never know who you will run into on your way to a meeting. Lynn Yeakel and Melinda Johnson from the Vision 2020 team recently crossed paths with two beloved Philadelphia sports mascots: the Phillies' Phillie Phanatic and the Eagles' Swoop!

A Refreshing Take on a Women's History Tour



Members of the Vision 200 team joined Women 100 Proud Partner Beyond the Bell for its "Badass Women of Philadelphia" tour.

Members of the Vision 200 team recently participated in [Women 100 Proud Partner Beyond the Bell Tours' Badass Women of Philadelphia](#) tour, a refreshing take on real women trailblazers often overlooked in the traditional telling of U.S. history.

We learned about "cool colonial women, change makers, women in medicine and more pioneers," as Beyond the Bell puts it. Those women included graduates of what is now Drexel University College of Medicine, the home of Vision 200, as well as Hannah Callowhill Penn, Ona Judge and sisters Angelina Grimké Weld and Sarah Moore Grimke, among others.

Thank you to Rebecca and Joey from Beyond the Bell for sharing these inspiring women's stories!



Left: Vision 200's Lynn Yeakel speaks with one of the Philly Girls Play Chess players; right: a tournament participant strategizing her next move at ASAP Philly's annual Philly Girls Play Chess.

On May 14, more than 120 girls crowded Drexel University's Creese Student Center for the 11th annual Philly Girls Play Chess tournament, developed by ASAP Philadelphia, a Vision 200 Allied Organization, in partnership with Drexel's Institute for Women's

[Read our event recap and view TV coverage of the tournament.](#) We are proud to support it!

Delegate News

Tennessee Delegate Explains Her State's Pivotal Role in Passing Women's Right to Vote

Yvonne Wood, a Vision 2020 Delegate in Tennessee, is president of the Tennessee Woman Suffrage Monument. In a guest blog post, she describes her state's important role in giving the 19th Amendment the support it needed to pass at the federal level:

"On August 18, 1920, history was made when the bill passed by just one vote cast by 24-year-old Rep. Harry Burn, of Niota. The House erupted, and he was literally chased out of the capitol, hiding in the attic for safety. The next day, when cooler heads prevailed, he explained that his mother had sent him a letter saying 'be a good boy and help Ms. Catt put the Rat in Ratification.' Tennessee became 'The Perfect 36' and took its place in history as the 36th state (3/4 of 48 required) to ratify the 19th Amendment. Rep. Burn said he felt 'a moral obligation to free 17 million women from political slavery, knowing that opportunity comes to mortal man but once.'"

[Read Yvonne's full article, *The Road to Becoming the Perfect 36.*](#)

Nevada Delegate Advocates for Babies Facing Addiction

Dr. Mary Guinan, a Vision 2020 Delegate in Nevada, recently spoke at the American Epidemiological Society's annual meeting about her work to address neonatal abstinence syndrome, which occurs when a newborn baby experiences withdrawal from exposure to narcotics. Annual cases of neonatal abstinence syndrome among infants in the U.S. [increased by 433 percent](#) from 2004 to 2014, due in large part to the country's opioid epidemic.

[Watch Mary speak about this topic in her TED Talk.](#)

What We're Reading

[Vision 2020 Gets Philly Ready to Shine Spotlight on Women](#)

"Inspiration is everywhere you look at Drexel University's Institute for Women's Health and Leadership -- the walls covered with pictures and biographies of groundbreaking women. A colorful, flowing timeline takes you through key moments in women's history, both the highs and the lows. And tucked inside of an office, Lynn Yeakel and her team are hard at work making sure the next chapter gets written here in 2020."

[Suffragists Were Some of Our First Women's Historians. But They Erased the Vital Work of Black Women.](#)

"Black women's intersectional vision linking race, class and gender stands in stark contrast to the views of many white suffragists."

[It's Time for Decent Men to Speak Up](#)

"The patriarchy will never yield unless that demand is also voiced by men. We men need to stop nodding our heads in quiet agreement with our sisters in the movement

and start raising a fist, making a sign, pounding the pavement and exercising our vocal chords."

What Happens When Women Stop Leading Like Men

"During thousands of years of civilization, women have evolved to deal with the intractable perplexities of life and find means of peaceful coexistence where men have traditionally found roads to conflict. Women have accumulated rich ways of knowing that until recently were dismissed in male circles of power. The alchemy of what has made women the way they are is mysterious: Is it a result of centuries spent trying to survive and prosper in societies where they've been viewed as lesser? Or, until recently, of always being appointed the family caregiver, bearing and raising children, tending to elderly parents and disabled siblings, so often left to shoulder the unpaid burdens of real life? Women have learned and taught lessons about how to cope with seeming impossibilities in ways that men traditionally -- and to this day -- have not."

The Number of Men Who Are Uncomfortable Mentoring Women Is Growing

"New research by LeanIn.Org and SurveyMonkey reveals that 60 percent of managers who are men now say they are uncomfortable participating in common job-related activities with women, such as mentoring, working alone together or socializing together. A year ago, that number was 46 percent. And senior men are now more hesitant to work with junior women than junior men across a range of activities. One-on-one meetings: senior men are 12 times more likely to hesitate to meet with a woman than a man. Business travel: nine times more likely to hesitate. Work dinners: six times more likely. This is disastrous. The vast majority of managers and senior leaders are men. They have a huge role to play in supporting women's advancement at work -- or hindering it."

When You Have Three Children and Hundreds of Thousands of Constituents

"Society might want to see your children as a weakness,' said Representative Ilhan Omar, Democrat of Minnesota. But, she added, 'they can be your greatest asset. They can be a clear reminder as to why it is urgent for you to do this work.'"

Congresswoman Elise Stefanik Has a Plan to Get More Republican Women Elected

"Representative Elise Stefanik can pinpoint the moment that crystallized the issue for her: It was the week after the midterm elections, and the newly elected members of the House of Representatives lined up for a photo. Representing the Democratic side of the aisle were more than 30 women. On the GOP side were two -- Carol Miller of West Virginia and Young Kim of California ... Looking at the freshmen on the Capitol steps, she saw whom her party was welcoming in 2019: almost all white men. And within days, mail-in ballots showed that Kim had actually lost, bringing the grand total for House GOP freshmen women to one."

Rise of the Lady Backpack

"Men put on their outfit and walk out the door and think of more important things, and women are under constant pressure to consider what [they're] wearing ... Let's solve some real problems instead."

Empowering Photo of the Month



*West Point's 2019 graduating class will include the most African-American female cadets in the school's history.
Photo credit: Cadet Hallie H. Pound / U.S. Army*

Thirty-four African American women are expected to graduate from West Point at the end of this month -- the [highest number of black women](#) to graduate in the same class in the military academy's 217-year history.

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