

WOMEN IN LEADERSHIP BREAKTHROUGHS AND BARRIERS



AAUW Harrisonburg Branch

The American Association of University Women

The oldest national organization for women!

Who We Are

- AAUW was founded in 1881 in Boston by 65 women college graduates, determined, because of their own experiences, to empower other women and girls to achieve their highest potential
- Membership is open to any person with an Associate or higher degree
- It is a non-profit and non-partisan global organization
- There are no barriers to full participation on the basis of gender, race, creed, age, sexual orientation, national origin, disability or class
- It is supported by volunteers
- There are presently over 200,000 members in more than 1000 branches around the world
- It has Non Governmental Organization consultative status at the United Nations

A Little Historical Context

First Women's Rights Convention
Seneca Falls, New York
16 July 1848

Led by Elizabeth Cady Stanton

The Declaration of Sentiments

We hold these truths to be self-evident;
that all men and women are created
equal; that they are endowed by their
Creator with certain inalienable rights;
that among these are life, liberty, and the
pursuit of happiness; that to secure these
rights governments are instituted, deriving
their just powers from the consent of the
governed.

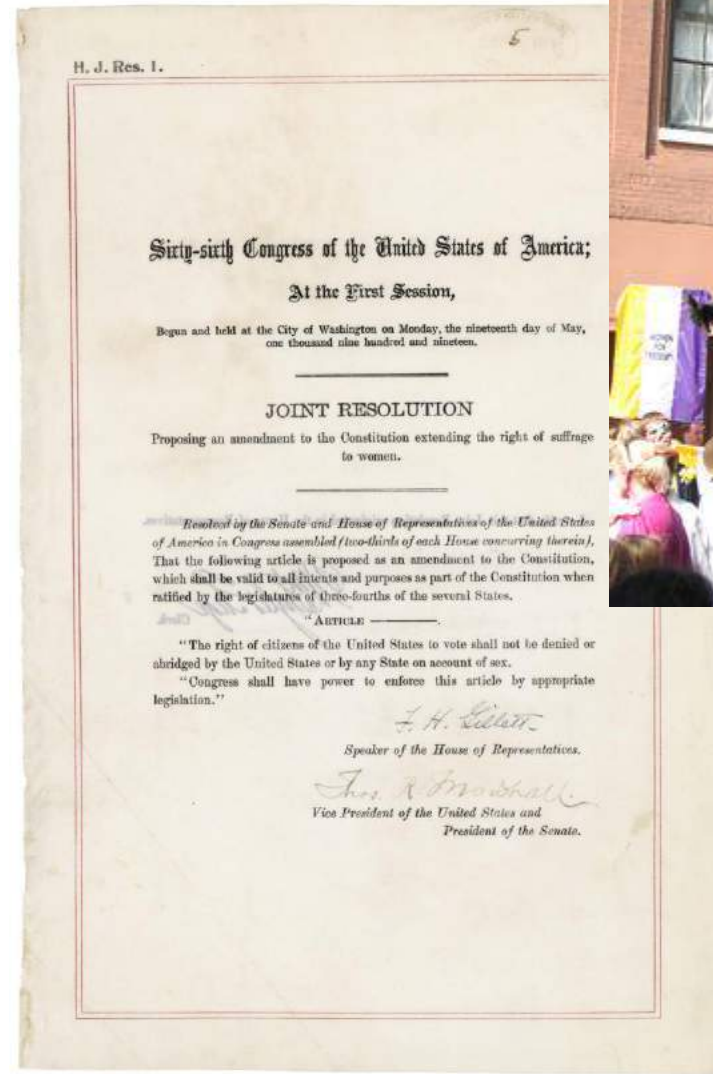


19th Amendment to the U.S. Constitution

August 18, 1920

Amendment XIX

The right of citizens of the United States to vote shall not be denied or abridged by the United States or by any state on account of sex. Congress shall have power to enforce this article by appropriate legislation.



“All honor to women, the first disenfranchised class in history who unaided by any political party, won enfranchisement by its own effort alone, and achieved the victory without the shedding of a drop of human blood.”

~ Harriot Stanton Blatch

The American Association of University Women

What We Do



Research

- Women's Health
- Pay Equity
- Bullying and Sexual Harassment
- Women's Leadership
- Title IX Issues
- Science Technology Engineering Mathematics (STEM)



AAUW Educational Foundation

Provides funds to advance education, research and self-development for women, and to foster equity and positive societal change



Public Policy

- Child Labor Laws
- Family and Medical Leave Act
- Pay Equity (The Lily Ledbetter Amendment)
- Human Trafficking
- Campus and Domestic Violence Against Women
- Equal Rights Amendment



Advocacy

Provides funding and a support system for women seeking judicial redress for gender discrimination



Philanthropy

More than \$4 Million given in 2015 for student and faculty scholarships and social development

AAUW Harrisonburg Branch

Who We Are and What We Do

- Founded in 1929
- We are a Branch of VA State AAUW and AAUW National in DC
 - Currently, we have 53 members
- We offer programs to our members and to the public on topics related to our public policy priorities
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 - Our University Partner is JMU
- We give the annual Crystal Theodore Scholarship of \$1000 to a young woman high school graduate

Web: <http://harrisonburg-va.aauw.net>

Facebook: AAUW Harrisonburg VA

Recent Programs and Activities

- Status of Our Climate and Water Resources
- Growing Up in Newtown: Local African-American Memories
- Meditation and Wellness

In Sponsorship with JMU:

- *Sex & Money* (Human Trafficking)
- Women in Leadership
- Expanding Your Horizons (STEM)



The 2015 AAUW State Conference:

- Campus Domestic Violence
- The Political Climate in Virginia
- Human Trafficking in Virginia

A Few Milestones in the History of AAUW

- In 1885, AAUW refuted with solid evidence the view of a well-known Harvard doctor that women are not physically able to withstand the rigors of a 4 year college education.
- In 1911: began its fight for child labor laws.
- In 1919: raised funds to purchase 1 gram of radium for Marie Curie's research.
- In WWII: set up a refugee aid fund for university women refugees, many of whom were Jewish women who were no longer allowed to teach at their universities in Europe.
- In 1956: Gave Rachel Carson an Achievement Award and funding to support her while she was writing *Silent Spring*.
- In 1969: Created the Coretta Scott King Fund to support studies in African-American history and culture.
- In 1983: Lobbied in support of The Family Medical Leave act.
- 1990-2009: Advocated for the Title VII "Lily Ledbetter" Fair Pay Restoration Act.
- In 2000, a "friend of the court" at the Supreme Court on the Violence Against Women Act.

RE-IMAGING THE METAPHOR

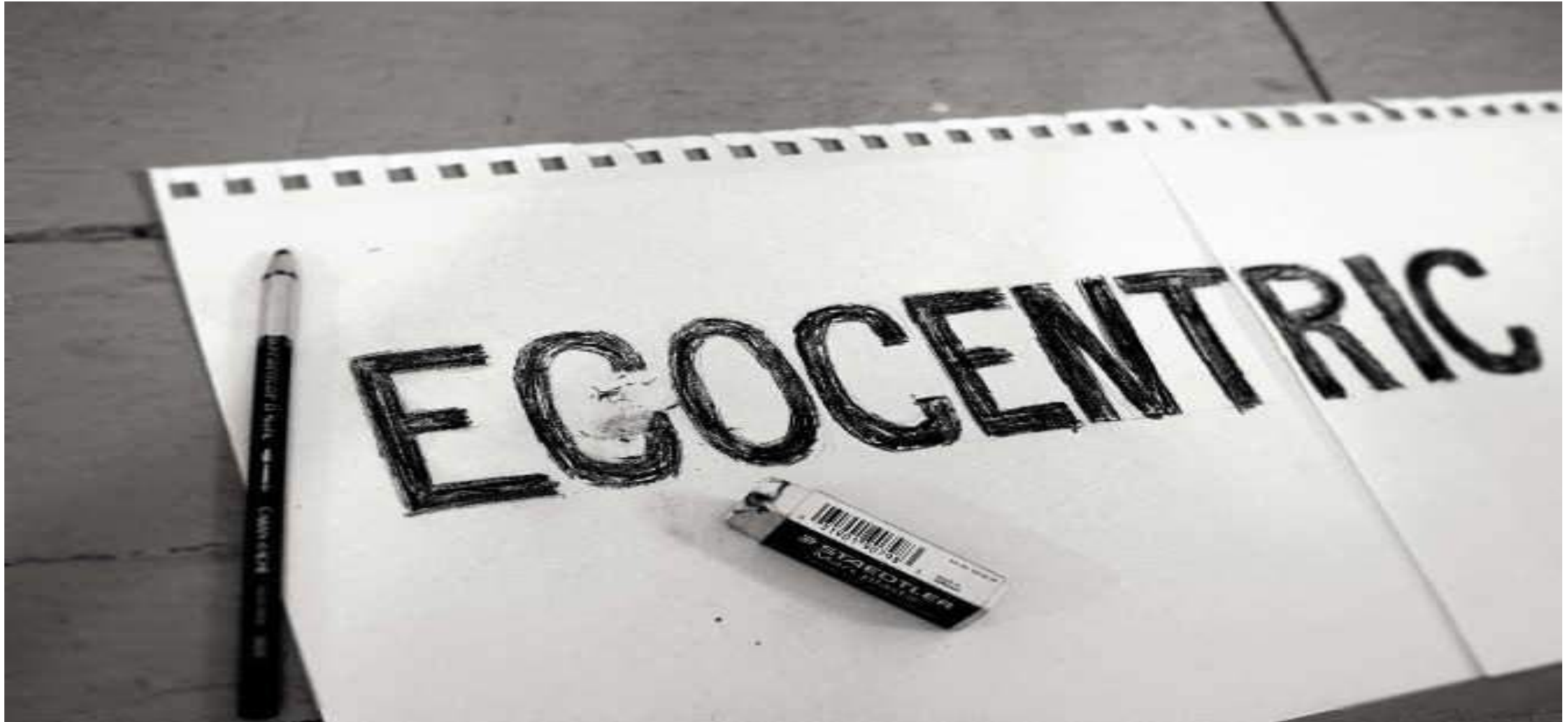
Old: *The Glass Ceiling*



New: *The Labyrinth*



A New Paradigm for Understanding Leadership As a Developmental Process from an EGOCentric Motivation to an ECOCentric Motivation Perspective

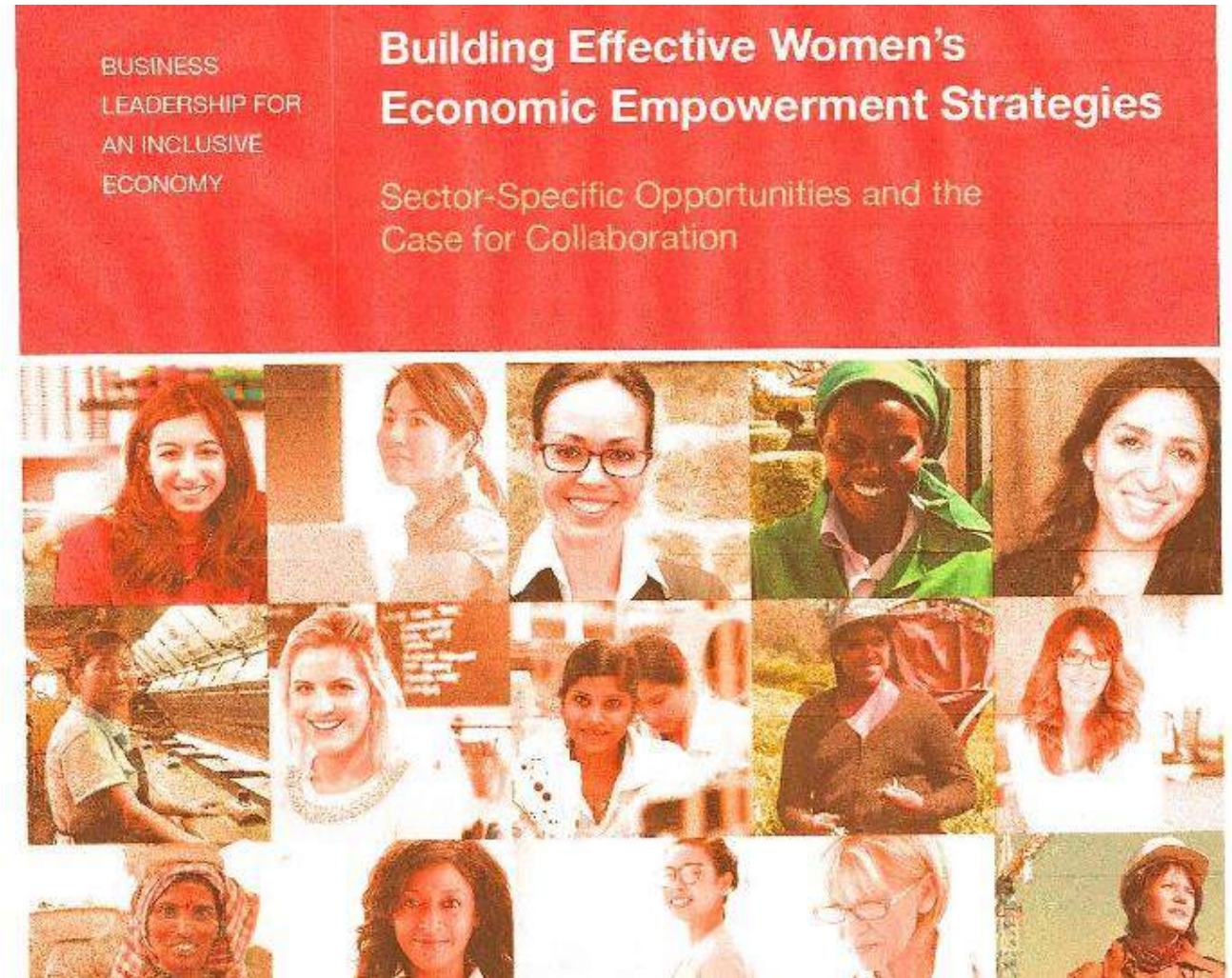


Unsettling but Revealing Statistics

- In 2014, full-time working women in the U.S. were paid 21% less than men, or 79% for equivalent work.
- Between 1967 and 2012, the % of mothers bringing home at least 25% of the family earnings rose from less than 28% to 63% -- evidence that families rely on women's wages to make ends meet.
- Women earn 30% of MBAs in the U.S., but comprise only 2% of Fortune 500 CEOs and only 8% of top leadership positions.
- Since 1970s, woman have been more than 40% of new entrants into the law but are still less than 20% of law firm partners, federal judges and general counsels.
- In 2015, only 19.4% of the 535 members of Congress are women (20 serve in the Senate; 84 in the House of Representatives. Four (3D, 1R) represent American Samoa, the District of Columbia, Guam, and the Virgin Islands, all in the House.

The Center for Research on Women

A new study shows that “if women participated in the economy *equally* to men, it would add as much as \$28 trillion (26%) to the annual GDP by 2015. 2.9.2016





Learn how to get the salary you deserve!

**EQUAL PAY DAY IS APRIL 12.
TAKE ACTION TO CLOSE
THE GENDER PAY GAP!**

Women are paid on average just
79 percent
of what men are paid.

You can change this. AAUW Start Smart salary negotiation workshops can help.

Bring a workshop to your local college campus.

Host a workshop.

AAUW
STARTSMART
salary negotiation for students