

# WOMEN'S EQUALITY DAY

AUGUST 26, 2021



Women's Equality Day **commemorates the passage of the 19th Amendment to the U.S. Constitution, granting women the right to vote.** The amendment was first introduced in 1878 but was not ratified until August 18, 1920. In 1971, the U.S. Congress designated August 26 as Women's Equality Day.

CREATED BY



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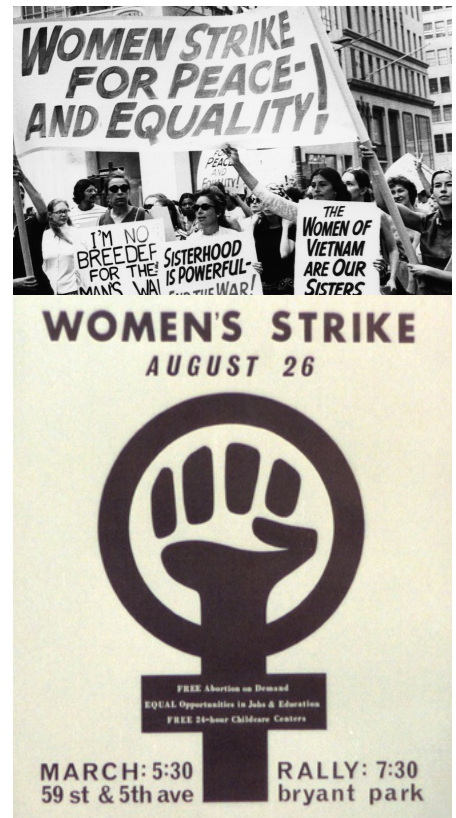
# HISTORY

## 1970 Women's Strike for Equality

The Women's Strike for Equality was a strike that took place in the United States on August 26, 1970. It celebrated the 50th anniversary of the passing of the Nineteenth Amendment, which effectively gave American women the right to vote. The rally was sponsored by the National Organization for Women (NOW).

On Aug. 26, 1970, a full 50 years after the passage of the 19th Amendment, 50,000 feminists paraded down New York City's Fifth Avenue with linked arms, blocking the major thoroughfare during rush hour. Now, 45 years later, the legacy of that day continues to evolve.

Officially sponsored by the NOW, the Women's Strike for Equality March was the brainchild of Betty Friedan, who wanted an "action" that would show the American media the scope and power of second-wave feminism.



When Washington, D.C.'s first suffrage parade was organized in 1913, lead planner Alice Paul, a young Quaker woman, was concerned white women wouldn't attend if they knew they had to march alongside black women. "As far as I can see, we must have a white procession, or a Negro procession, or no procession at all," she announced. Black journalist, Ida B. Wells, was among the group of women who fought for their right to attend and lead the group to march alongside everyone else. The march turned violent quickly, as the crowd of mostly men (many of them drunk) spit at the marchers and grabbed them by their clothing. By the end of the day, 100 people were injured from the chaos.

**The 1920 ratification of the 19th amendment did not apply to all women.** In fact, it would actually take another **45 years** for the Voting Rights Act of 1965 to pass, securing black women's right to vote. **The Voting Rights Act of 1965 outlawed voting taxes and literacy tests and helped prevent states from imposing discriminatory polling laws.** At the same time, black people were met with violence when they attempted to exercise their right to vote - both men and women. They were met with violence by white supremacists, as well as repeated arrests.

Among those **women left out to vote** were Native Americans; women living in the US territories; and people of American Samoa. It wasn't until 1924 they were granted the right to vote. The struggles these women faced reflect the complexity and continuation of discrimination women of color receive today.



# SUFFRAGE

**Around the world, women have been fighting for their rights – to vote, for freedom, and equity and equality.**

- **1911** – Julieta Lanteri, an Italian-Argentinian Woman, becomes the first woman to vote in Latin America. Argentina did not officially grant women the right to vote until 1947.
- **1916** – First feminist Congress of the Yucatan sparks the women’s suffrage movement in Mexico, beginning during the Mexican Revolution and later results in full citizenship and suffrage of Mexican women in 1953.
- **1917** – The new Russian Government grants women suffrage, allowing women to hold office. In some regions, women voters even outnumbered male voters.
- **1920** – The Dominion Elections Act in Canada grants voting rights to women but excluded voters who were non-white, including immigrants and indigenous people.
- **1946** – The Brazilian Government grants women the right and obligation to vote.
- **1948** – Canada adopts the UN Universal Declaration of Human Rights, granting Asian men and women to vote as they were excluded from the 1920 Dominion Elections Act.
- **1948** – South Korea becomes its own state, and women gain the right to vote.
- **1950** – India grants women’s suffrage shortly after Britain’s independence (1948).
- **1953** – The People’s Republic of China allows women to vote in local elections.
- **1973** – After the historic 7-2 Roe v. Wade decision, the U.S. Supreme Court declares that the Constitution protects a woman’s legal right to an abortion.
- **1979** – Nigeria achieves universal suffrage, giving women the right to vote in federal elections.
- **2015** – Saudi women can vote in Municipal areas for the first time after King Abdullah allows women’s suffrage. During the first elections in December, there were ten times fewer women voters than male voters, with 130,000 women registered to vote compared to 1.35 million.



# PROCLAMATIONS

On August 16, 1973, Congress approved **H.J. Res. 52**, which stated that August 26 would be designated as Women's Equality Day and that "the President is authorized and requested to issue a proclamation in commemoration of that day in 1920 on which the women in America were first guaranteed the right to vote". The same day, President Nixon issued the first proclamation of Women's Equality Day, some of which is below:

**"The struggle for women's suffrage, however, was only the first step toward full and equal participation of women in our Nation's life. In recent years, we have made other giant strides by attacking sex discrimination through our laws and by paving new avenues to equal economic opportunity for women. Today, in virtually every sector of our society, women are making important contributions to the quality of American life. And yet, much still remains to be done"**



**Part of President Obama's  
proclamation speech,  
25th August 2016**

"Today, as we celebrate the anniversary of this hard-won achievement and pay tribute to the trailblazers and suffragists who moved us closer to a more just and prosperous future, we resolve to protect this constitutional right and pledge to continue fighting for equality for women and girls".



**Part of President Trump's  
proclamation speech,  
25th August 2020**

"Recently, our Nation celebrated the 100th anniversary of the ratification of the 19th Amendment to our Constitution. On the commemoration of this historic day, I was proud to issue a Proclamation honoring the women's suffrage movement and sign a full pardon for one of its greatest leaders, Susan B. Anthony, who was unjustly convicted for voting on account of her sex. On Women's Equality Day, we remember the trailblazers like Anthony who worked tirelessly to achieve a more just and equal United States, and we recognize the myriad ways in which women contribute to our society and strengthen our country."

# PANDEMIC IMPACT ON WOMEN AT WORK

**Women's experiences at home, their health, their work, and economic well-being have been the most impacted during the pandemic.**

In early 2020 (pre-pandemic), women were starting to have a **significant** impact in corporate America. From 2015 to 2019 women in senior positions increased from **23%-28%** and the number of women holding "CXO" titles grew from **17%- 21%**.

When the pandemic hit, and businesses were forced to go remote, schooling was also moved online and kids were now home 24/7. Working moms, one in four to be exact, began leaving their careers or downsizing their roles. The most impacted by the pandemic are women in **senior management, working mothers, and black women.**



Researchers at the University of Pennsylvania found that mothers take on a greater share of tasks including their work, as well as facilitating learning for children and owning household responsibilities. This was especially true for those women who work remotely and their male partners who do not.

In turn, working mothers had/have to worry about their careers, as well as their children's adjustment to at-home schooling and isolation from their classmates. A September 2020 study by McKinsey found that **mothers are more than three times as likely, compared with fathers, to meet the majority of the demands for housework and caregiving during the pandemic. Mothers are taking on more and more in the household**, adding an additional layer of stress.

Unfortunately, many women are considering leaving the workforce as a whole to take care of the home and their children, made apparent by a current study where 40,000 employees by Lean In found that 25% of women were considering leaving the workforce or slowing down their careers. A study by McKinsey also shows that women are experiencing more pressure, more burn out and an increase in pressure to work more now that they are remote.

# GENERATIONAL (JOB) PERSPECTIVES

According to Forbes, up to five generations now coexist in many workplaces, ranging from baby boomers who were born between 1946-1964 to Generation Z. However, Forbes' research shows that despite popular belief, there are more similarities in the generations than differences.



The gender bias women face every day is not a new concept, as we still see it represented in a substantial pay gap and representation in C-suite roles.

Accompanying this gender bias is **ageism**, which is becoming a huge issue for women. Our society glorifies youthfulness as the representation of beauty standards, boxing out middle-aged women and above. **Ageism occurs when a dominant group uses its power to oppress, exploit, silence, or simply ignore people who are much older or significantly younger.** Men, of course, face ageism, too. However, as men age, they are often seen as more valuable and knowledgeable to the workplace, while women lose their credibility with aging.

In a study from the National Bureau of Economic Research, the authors suggest two possible reasons why older female job seekers face more age discrimination than males: **1** age discrimination laws do less to protect older women who may suffer from both age and **2** sex discrimination. Based on earlier research, 'physical appearance matters more for women, as age detracts more from physical appearance for women than for men'.

Ageism is a constant struggle for women and the evidence suggests it starts for women at the age of 40.

Once a woman hits this age the employer may no longer consider the employee for promotion or training because they feel they have 'hit their maximum potential'.

Three things Forbes suggests you can do to avoid ageism is to:

1. Declare your ambition to colleagues and managers making sure they know you are not giving up and want to continue to thrive in your career.
2. Cultivate your growth mindset, continuing to expand your knowledge without getting stuck in your ways. Strive to adapt to new policies and ways of doing things.
3. Be a mentor to fellow colleagues or younger women. Younger women are always looking for mentors to look up to for career advice along with personal advice, and they can even help you in different ways that you may not think you need.



# TRANSGENDER ISSUES

**Women's Equality Day is complicated for many transgender women.**

**While trans women have been incredible leaders in the fight for women's equality, movements driving this purpose forward are not always inclusive of them.**

According to Dr. Erica Anderson, professor of clinical psychology and chairman of the transgender female housing organization Joan's House, "some of the prejudice to which I and other trans women are subjected comes from a segment of women who purport to be liberal and open-minded, but are anything but."

## TERFS

Transgender-exclusionary radical feminist, or **TERF**, is a term first recorded in 2008 to describe a feminist who excludes the rights of transgender women from their advocacy of women's rights (Oxford Languages). Actions typically associated with being a **TERF** include opposing the assertion that trans women are women, supporting anti-transgender legislation particularly targeting trans women such as bathroom bills, and excluding trans women from women's spaces.



**TERFs'** views on trans men may appear more inclusive. They tend to align themselves to avoid accusations of 'trans antagonism' (hostility towards trans people). This, is deceptive, as they see trans men as confused victims of internalized misogyny, as opposed to dangerous and thieving, as they see trans women. Those who have been described as **TERFs** wholeheartedly reject the term. Some argue it is a slur and carries violent and sexist connotations. Others say the bar for being a "**TERF**" has been set too low, with British columnist Sarah Ditum arguing that even criticizing the actions of a transgender individual is enough to be called a **TERF** by some.



The term "**gender critical**" is used among those accused of being **TERFs**. These "gender critical" feminists have also claimed cisgender (someone whose birth sex aligns with their gender identity) is a slur, as it suggests that trans and cis women are on equal playing fields which, according to them, is inaccurate.

It's important to remember that trans-exclusionary radical feminists make up a small minority of an entire community. There are many feminist spaces that are trans-inclusive, **such as Gal Dem, The Feminist Library and Grrrl Zine Fair.**



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# QUESTIONS AND DISCUSSION TOPICS

## FEMINISM

- Has the feminist movement succeeded? Why or why not?



## EQUAL PAY

- The Equal Pay Act was signed in 1963 when women earned just 59 cents to every dollar that men earned. Today, women earn about 78 cents to every dollar that men earn. Why do you think it is taking so long to close the pay gap? How can we close it more quickly?
- Do you believe women have equal rights to men today? Why or why not?

## VOTING RIGHTS

- Women didn't have the right to vote in all states until 1920. Why is the right to vote so important? What effects are caused by denying this right to a particular group of people?
- Do you believe women have equal rights to men today? Why or why not?
- Why do you think women have often not been allowed to vote throughout history?

## CONTRIBUTIONS & QUALITIES

- What are the important contributions women have made to our world?
- Who is the most influential woman you know or have known? How does/did she inspire you?
- What are some of the biggest challenges that women face today? How will these change in the next 20 years?
- List three important qualities women should have and three important qualities that men should have. Are the traits you listed different for men and women? What can you learn by examining these differences?

**“No country can ever truly flourish if it stifles the potential of its women and deprives itself of the contributions of half of its citizens.”**

**- Michelle Obama**

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# IDEAS FOR CELEBRATING WED



## Books

- [Shaking Things Up: 14 Young Women Who Changed the World](#) by Susan Hood
- [I Look Up To... Misty Copeland](#) by Anna Membrino and Fatti Burke
- [Firebird](#) by Misty Copeland and Christopher Myers
- [Life Stories of Ada Lovelace](#) by Nancy Castaldo
- [Lean Out](#) by Dawn Foster
- [We Should All Be Feminists](#) by Chimamanda Ngozi Adichie
- [Care Work: Dreaming Disability Justice](#) by Leah Lakshmi Piepzna-Samarasinha
- [Men Explain Things to Me](#) by Rebecca Solnit
- [Feminism Is For Everybody](#) by bell hooks
- [Transgender History: The Roots of Today's Revolution](#) by Susan Stryker
- [Difficult Women](#) by Roxanne Gay
- [Your Silence Will Not Protect You](#) by Audre Lorde
- [Headstrong: 52 Women Who Changed Science](#) by Rachel Swaby
- [Almost Famous Women](#) by Megan Mayhew Bergman

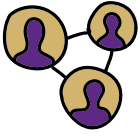


## TedTalks and Videos

- [How history erases women](#) | Bogolo Joy Kenewendo, TEDxCapeTownWomen
- [Become SHE specialists: "Support, Help, Elevate" "Stand for something, rather than nothing"](#)
- [Remember The Ladies: The Importance of Women's History](#) | Emily Krichbaum TEDxColumbusWomen
- [An Approach to Empowering Young Women](#) | Christine Monska |TEDxEasthamptonWomen
- [A Global History of Women's Rights \(3 Minutes\)](#) - UN Women

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# IDEAS FOR ERGS



## ERG Program Ideas

- Trivia Game
- Celebrate women via Social Media
- Interview a special woman in your life
- Create shareable graphics with inspiring quotes from women in your office and from history
- Craft a get-to-know-you post for women in your company so your followers can get to know the women behind your company and how they contribute to organizational success
- Share articles written by women or produced by companies run by women that are relevant to your audience
- Coffee Talk with women you admire
- Get involved with organizations that support women and girls around the world:
  - [Girls Who Code](#)
  - [Kiva](#)
  - [The Malala Fund](#)
  - [The Sylvia Rivera Law Project](#)
  - [Invisible Girl Project](#)
  - [Girls Not Brides USA](#)
  - [Global Fund for Women](#)
  - [Girls Write Now](#)
- Host a panel of Guest Speakers
- Read a book by a famous woman author and discuss

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# THE POWER OF LANGUAGE WORKSHOP SERIES

**As organizations traverse the changes happening in the world today and focus on creating a culture of diversity, equity, inclusion, and belonging (DEIB) – leaders and employees must be aware of how they communicate with customers, vendors, stakeholders, and their community.**

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Our Power of Language Workshop Series helps participants gain a deeper understanding and awareness of their own dimensions of diversity, educating them on the different types of micro-messages, and how to interrupt them.

The sessions are facilitated over several weeks via Zoom and lead by two facilitators. They can be offered as three sessions or two sessions, and customization is available.

- **Session 1: Dimensions of Diversity**
- **Session 2: Identifying and Interrupting Microaggressions**
- **Session 3: Enhancing Bold Conversations**

## **Session 1: Dimensions of Diversity**

*Time: 60-90-minutes | Max 24 participants*

**What are the dimensions of diversity?** We begin by discovering what we mean by diversity, equity, inclusion, and belonging and how they are different. We then continue our journey to help us understand where differences exist (dimensions of diversity) and how we can better understand one another if we better understand where people are similar and different from us.

## **Session 2: Identifying and Interrupting Microaggressions**

*Time: 60-90-minutes | Max 24 participants*

**Explore real-time, proactive ways to address bias.** During this session participants define key terminology terms; explore various types of Micro-messaging, its impact on individuals, build awareness to communicate with a deeper understanding of bias.

## **Session 3: Enhancing Bold Conversations**

*Time: 60-90-minutes | Max 24 participants*

**Engaging in bold conversations around DEIB is difficult.** Once you understand what micro-messages are, their impact, and what is happening, the next step is learning how to interrupt them. Using our ACES model along with customized case studies, participants have the opportunity to recognize practice interrupting micro-messages and discussing the impact of these situations on individuals, organizations, and the world.

Connect with us at [hello@satermanconnect.com](mailto:hello@satermanconnect.com) to discuss our workshops.