Women’s History Month Presentation by Leadership Capstone Students
Thursday, March 18, 12.30 – 1.45 pm

“Wonder Woman Won’t Wait!”
Women’s Issues and Challenges in a Male-Dominated World

POSC 410 Students with Dr. Tay Keong Tan
The Myth: What do we know about her?
Demigod, Superhuman, Symbol of Women’s Empowerment, LGBT Icon
Wonder Woman in the World

1. Diana, daughter of Hippolyta, queen of the Amazons: Utopian society of women warriors founded on feminine power.

2. Character created during World War II to fight Axis military forces.

3. Living as a human, she takes on supervillains and monsters personifying contemporary wicked problems.
Pacifist, restrained, and yet willing to take a stand in battle
Crusader for AIDS Awareness in France and Gay Marriages
A New Kind of Superhero

• Started her career as a secretary in the War Office earning minimum wage!

• Her formidable potency can only be lost if she is shackled in chains by men. She draws power from her heritage and within herself, beyond the trappings of traditional gender roles.

• She’s neither an alien or a billionaire – nor has she been exposed to some chemical to obtain her powers. An iconic exemplar of the feminist movement and a continuing symbol of female empowerment.

• Warrior princess born and groomed for leadership, and capable of benevolent rule. She became an Amazonian ambassador sent to man’s world, as the epitome of emancipated femininity.
Four Case Studies on Women in Leadership

Obstacles to the Development of Women Leaders by Samantha Kozeniesky and Juston Carter

Imagine: If Women Ruled the World by Destiny Goodwyn & Arlo Mason

Successes & Failures of Famous Women Leaders by Bruce Hudson & Oak Bradshaw

Dealing with Sexual Predators by Adriana Poindexter & Abigail Ulrich
Women and Leadership: Barriers to the Development of Women Leaders

POSC 410 Senior Seminar: Demystifying Leadership
Samantha Kozeniesky & Juston Carter
Spring 2021
It’s no surprise that women face barriers when entering leadership positions. Despite the work that’s been done in recent years to advance women in the workplace, men continue to outpace women in leadership positions.
Barriers

- **Stereotypes/work culture**: Management structures and rules have largely been created by men
  - Role Incongruity
  - Gaps in pay
  - Historically, leaders have been men.
  - Women in leadership roles can often be the only woman surrounded by other male leaders (Elias, 2018).
The gender wage gap is more significant for most women of color

Comparing 2018 median earnings of full-time, year-round workers by race/ethnicity and sex

<table>
<thead>
<tr>
<th>Race/Ethnicity</th>
<th>Woman’s median earnings</th>
</tr>
</thead>
<tbody>
<tr>
<td>White</td>
<td>$0.79</td>
</tr>
<tr>
<td>Black</td>
<td>$0.62</td>
</tr>
<tr>
<td>Hispanic or Latino</td>
<td>$0.54</td>
</tr>
<tr>
<td>Asian</td>
<td>$0.90</td>
</tr>
<tr>
<td>American Indian and Alaska Native</td>
<td>$0.57</td>
</tr>
</tbody>
</table>

White men: $1.00

Notes: The gender wage gap is calculated by finding the ratio of women’s and men’s median earnings for full-time, year-round workers and then taking the difference. People who have identified their ethnicity as Hispanic or Latino may be of any race.

Sources For all groups except American Indian and Alaska Native women, the Center for American Progress calculated the gender wage gap using data from U.S. Census Bureau, “Current Population Survey PUMS-50: Work Experience—People 15 Years Old and Over, by Total Money Earnings, Age, Race, Hispanic or Latino, Sex, and Disability Status: 2018,” available at https://www.census.gov/data/tables/time-series/demo Income-poverty-income-05.html (last accessed March 2020). Specific tables used are on FileWith the author. CAP calculated the gender wage gap for American Indian and Alaska Native women using U.S. Census Bureau, “Table E20017C: American Indian and Alaska Native alone population, non-Hispanic or Latino population 15-years and over with earnings in the past 12 months, 2018 American Community Survey (ACS) 1-Year Estimates,” available at https://www.census.gov/programs-surveys/acs/ (last accessed March 2020).
+ Developing a Leadership Style:

- Attempt to adhere to a male leadership style, could work against women (Hryniewicz, n.d.).
- Feminine behaviors and leadership behaviors can be incompatible.
  - Same behavior could be labeled completely different
    - Ex. Male with an aggressive approach = confident but Female with same approach = bitchy (Elias, 2018).
- Struggle to develop a style that consists of both qualities.
Support/Networking:

- Men surpass women in having resourceful networks to find mentors, ask advice and sponsors to advocate for their success.
- Women often focused more on proving themselves via their work.
Barriers cont.

+ **Less Flexibility:**
  - Workplace culture = structured to favor men more than women.
  - Expectation for women to balance work and family life.
  - Unknowingly discriminated against or shunned for having a family.
  - Belief from others of lack of seriousness due to having a family.
  - Maternity leave is often an issue
Adaptive Solutions

+ Collectively challenge assumptions and restructure systems
  • Identify unconscious bias in policies and procedures in an organization
  • Promote more flexible workplace policies
    • Benefits, time off, etc.
Adaptive Solutions Cont.

+ Support women via personal development opportunities and training
  • Helps with self discovery with skills and strong suits. Creates more effective leadership
  • Drawing connections/networking
    • Building better connections with male counterparts
Adaptive Solutions Cont.

+ Rethink image of ‘ideal’ employee
  • Hiring criteria often shaped for male standards
  • Artificial Intelligence
  • Eliminate biases

+ Reverse Mentoring
  • Process designed toward improving women advancement and retention
Challenges in Addressing Barriers

+ Challenging the status quo
  - Women tend to doubt their capabilities
  - Must see themselves as a leader for others to believe they have what it takes

+ Elephant in the room
  - Many senior leaders, both men and women, believe that opportunities for upward success are equal between the sexes. This has been proven to be false, yet this continues to be a common belief.
Work Avoidance

+ Often times, something called work avoidance occurs.
  • Shifting the blame to others, displacing responsibilities, distracting attention from the problem or denial.
Glass Ceiling

+ The glass ceiling is a metaphor for the limitations on upward movement and success that women and minorities face
  - Having token women aid with change
    - Tory Burch fashion designer, CEO.
    - Sheryl Sandberg, COO of Facebook
Questions and Answers
Women’s History Month Presentation by Leadership Capstone Students POSC-410

Successes and Failures of Famous Female Leaders
And the Adaptive Challenges they Faced

Bruce Hudson ‘21
Oak Bradshaw ‘22
w/ Dr. Tay Keong Tan
Female Leadership is the Future

Contemporary female leaders have seen great success in global and domestic politics. More and more women continue to breakdown societal barriers around leadership positions.
Angela Merkel

Chancellor of Germany since 2005
PhD in Quantum Chemistry
Member of Christian Democratic Union Party
De Facto Leader of the European Union
Margaret Thatcher

Prime Minister of the United Kingdom
1979-1990

Conservative Party member

The “Iron Lady”

Longest tenured British PM in the 20th Century
Dilma Rousseff

- 36th President of Brazil 2011-2016
- Member of the Worker’s Party
- Arrested for connection to the National Liberation Command, guerrilla movement
Dilma Rousseff Successes

Tackled the issue of corruption within the Brazilian government, relieved several cabinet ministers.
Sought to stabilize the economy and eradicate poverty
Popular candidate in her elections
Dilma Rousseff Failures

Presidency scarred by poor economic performance as a result of some of her socialist policies
Allegations of corruption reached her office
Petrobras Scandal, billions of dollars kicked back
Her ties to Petrobras led to her impeachment
Her quest to reform the Brazilian economy ultimately led to her failure as a leader
Angela Merkel’s Successes

Pragmatic Leader, works well with opposition

Strong Leadership within EU

Leader in mitigating the 2008 Financial Crisis and Eurozone Crisis

“Energiewende” sustainable energy future for Germany

Outstanding stateswomen, admired by many world leaders
Angela Merkel’s Failures

Drew sharp criticism for decisions made regarding the Adaptive Challenge of Syrian Refugees

The response to Syrian Refugees would be the rise of far-right traction in German politics.

The COVID-19 Pandemic put great strain on Merkel, leading to her not seeking another term.
Margaret Thatcher’s Successes

- Revived Britain's faltering economy
- Modernized Britain’s economy
- Deregulation and privatization
- Leadership during Falklands Crisis
- End of the Cold War and Fall of Communism
Thatcher’s Failures

“Conviction Politician”, was not easy to agree with
Modernization of economy led to 12% unemployment
Deteriorating relationship with Northern Ireland
Divisive figure in Britain, many citizens disdained her.
References

Imagine: If Woman Ruled the World

Arlo Mason & Destiny Goodwyn
Leadership Studies Capstone: POSC 410 on Adaptive Leadership
Spring 2021
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    Adaptive Work

04  Imaging the Women’s World
    What will a World Ruled by Women look like?
“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
Where are the women in leadership?

Defining the Problem
Where are the women in leadership?
02

Disparities in Female Leadership

Political Ambition Gap

Women leaders in Rwanda

Female Leadership and COVID
Political Ambition Gap

Figure 1
The Enduring Gender Gap in Political Ambition: Have You Ever Considered Running for Office?

<table>
<thead>
<tr>
<th>Year</th>
<th>Men</th>
<th>Women</th>
</tr>
</thead>
<tbody>
<tr>
<td>2001</td>
<td>59</td>
<td>43</td>
</tr>
<tr>
<td>2011</td>
<td>46</td>
<td>49</td>
</tr>
</tbody>
</table>

Gender Gap

2001

2011
Women leaders in Rwanda
Female Leadership and COVID

Employees Reporting to Women Had Higher Levels of Engagement

Based on direct reports' answers to questions about how engaged they felt during the pandemic.

Employee engagement score, by leader’s gender

Women Outscored Men on Most Leadership Competencies

According to an analysis of 360-degree reviews during the pandemic, women were rated higher on most competencies.

Competencies

- Takes initiative
- Learning agility
- Inspires and motivates others
- Develops others
- Builds relationships
- Displays high integrity and honesty
- Communicates powerfully and proactively
- Collaboration and teamwork
- Champions change
- Makes decisions
- Innovates
- Solves problems and analyzes issues
- Customer and external focus
- Drives for results
- Values diversity
- Establishes stretch goals
- Develops strategic perspective
- Technical or professional expertise
- Takes risks

Source: Zenger Folkman, 2020
Female Leadership and COVID

Angela Merkel  Jacinda Arden  Tsai Ing-Wen
Female Leadership and COVID

Jair Bolsonaro  
Donald Trump  
Cyril Ramaphosa
Woman and Adaptive Leadership
Hedgehog v Fox
Adaptive Work
Adaptive Work

Getting on the Balcony

Myth of the Broken System
Hedgehog v Fox v Lion
What will a World Ruled by Women look like?

04

Imagining the Women’s World

What will a World Ruled by Women look like?
What will a World Ruled by Women look like?
References


Buscaglia, I. & Pescarolo, M. (July 9, 2019). “We are taking control of our country”: the women of Rwanda today. Retrieved from “We are taking control of our country”: the women of Rwanda today (insideover.com)

Questions?
Dealing with Sexual Predation

Women’s History Month Presentation by Leadership Capstone Students
Thursday, March 18, 12:30-1:45 pm
“Wonder Women Won’t Wait”
POSC 410 – Demystifying Leadership

Adriana Poindexter and Abigail Ulrich
What is a Sexual Predator?

A sexual predator is an individual who pursues some form of sexual contact with another person in a predatory or abusive manner.
What is A Sexual Offender?
An individual who was convicted of crimes that the state deems to be a sexual offender.
Between the years of 2017-2020, dozens of women have come forward to accuse Weinstein of sexual abuse along with other charges.
Main “Targets”

Sexual predators seek out or exploit adults and child victims. Mainly sexual predators seek out minors.
According to the National Sexual Assault Hotline, approximately 26.4% of female undergraduate students experience rape or sexual assault through physical force, violence, or incapacitation.
Sexual harassment in the workplace

Sexual harassment in the workplace is very common. It is also estimated that more than one-third of women have been reported sexual harassment in the workplace.
Governor of New York

Recently, the Governor of New York, Andrew Cuomo has been facing several sexual assault allegations. Altogether, there has been a total of seven women coming forth saying that Governor Cuomo has sexually harassed them while serving his administration.
Meghan Markle and the Royal Family

Recently, Meghan Markle went on an interview with Oprah Winfrey to speak about how she was treated within the Royal Palace.
Social Media

Social media along with the internet and the #MeToo Movement have been a birthplace to where women experience predators and unwanted harassment. Women are taught to keep themselves safe from attacks but not safe from threatening happenings online. Young women are targeted the most due to lack of resources.

<table>
<thead>
<tr>
<th>Younger women who have used dating sites or apps are especially likely to report having negative interactions with others on these platforms</th>
</tr>
</thead>
<tbody>
<tr>
<td>% of online dating users in each group who say someone ___ on a dating site or app</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th></th>
<th>Continued to contact them after saying they were not interested</th>
<th>Sent them a sexually explicit message or image they didn’t ask for</th>
<th>Called them an offensive name</th>
<th>Threatened to physically harm them</th>
</tr>
</thead>
<tbody>
<tr>
<td>Online dating users</td>
<td>37%</td>
<td>35%</td>
<td>28%</td>
<td>9%</td>
</tr>
<tr>
<td>Men</td>
<td>27</td>
<td>26</td>
<td>22</td>
<td>6%</td>
</tr>
<tr>
<td>Women</td>
<td>48</td>
<td>46</td>
<td>33</td>
<td>11%</td>
</tr>
<tr>
<td>Ages 18-34</td>
<td>43</td>
<td>42</td>
<td>33</td>
<td>13%</td>
</tr>
<tr>
<td>35-49</td>
<td>36</td>
<td>37</td>
<td>30</td>
<td>8%</td>
</tr>
<tr>
<td>50+</td>
<td>29</td>
<td>22</td>
<td>15</td>
<td>3%</td>
</tr>
<tr>
<td>Men 18-34</td>
<td>27</td>
<td>28</td>
<td>23</td>
<td>9%</td>
</tr>
<tr>
<td>Women 18-34</td>
<td>60</td>
<td>57</td>
<td>44</td>
<td>19%</td>
</tr>
<tr>
<td>Men 35-49</td>
<td>25</td>
<td>24</td>
<td>26</td>
<td>6%</td>
</tr>
<tr>
<td>Women 35-49</td>
<td>49</td>
<td>53</td>
<td>34</td>
<td>10%</td>
</tr>
<tr>
<td>Men 50+</td>
<td>27</td>
<td>24</td>
<td>15</td>
<td>3%</td>
</tr>
<tr>
<td>Women 50+</td>
<td>29</td>
<td>20</td>
<td>13</td>
<td>2%</td>
</tr>
</tbody>
</table>

Notes: Online dating users refers to respondents who say they have ever used an online dating site or app. Those who did not give an answer are not shown.
*The Virtues and Downsides of Online Dating*
Collective Action Problem

Dealing with predators is considered a collection action problem because:

1. Women need to come forward with allegations of sexual assault
2. The people that belong to each community need to create and pursue the common goal of reducing assault, harassment, and predation
   • To work towards this goal, it takes effort from both sides
Dealing With Sexual Predation

How to cope with sexual predation, sexual assault, and sexual abuse

1. Open up about what happened to you
2. Cope with feelings of guilt and shame
3. Prepare for flashbacks and upsetting memories
4. Reconnect to your body and feelings
5. Stay connected
Thank you for Listening
References


1. Women leaders have sparked the #MeToo movement, Black Lives Matter, March for the Earth, and SDG#5 on Gender Equality.

2. Recently mobilized voter registration and turnout that flipped the Senate in Georgia election.

3. Odds and obstacles against women in leadership can be overcome with vision, activism, and fortitude.
Pay for House Work?
Quota for Women in Politics?
Mentoring for Women in Business?
International Law to Protect Women’s Rights?

WOMEN RISE FOR ALL

We are women leaders rising in solidarity to save lives and protect livelihoods from COVID-19.