

# Women's History Month Presentation by

## Leadership Capstone Students

### Thursday, March 18, 12.30 – 1.45 pm

# “Wonder Woman Won't Wait!”

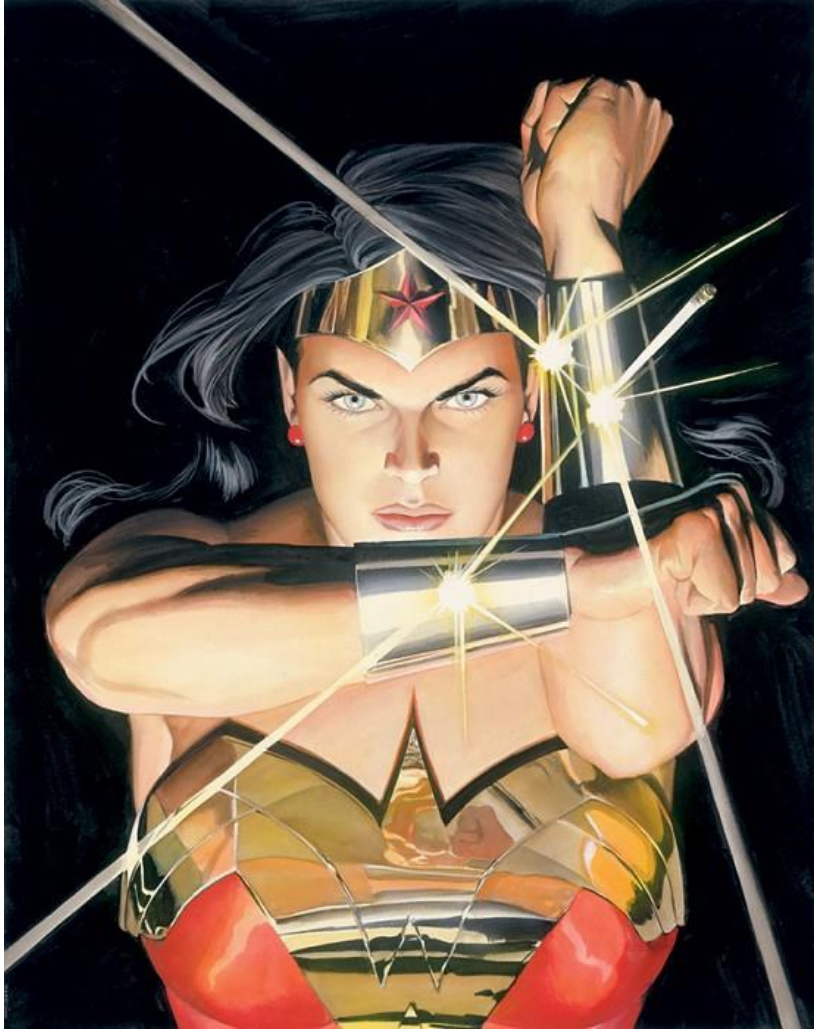
## Women's Issues and Challenges in a Male-Dominated World



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



# Introduction

- + 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.

[https://www.google.com/url?sa=i&url=https%3A%2F%2Fwww.economist.com%2Fbusiness%2F2020%2F03%2F05%2Fwomen-still-face-barriers-in-the-workplace&psig=AOvWaw27O-SBqM9u3xVYysIQqwgB&ust=1615854952886000&source=images&cd=vfe&ved=0CAIQRqFwoTCKiqzvuGse8CFQAA\\_AAAAdA](https://www.google.com/url?sa=i&url=https%3A%2F%2Fwww.economist.com%2Fbusiness%2F2020%2F03%2F05%2Fwomen-still-face-barriers-in-the-workplace&psig=AOvWaw27O-SBqM9u3xVYysIQqwgB&ust=1615854952886000&source=images&cd=vfe&ved=0CAIQRqFwoTCKiqzvuGse8CFQAA_AAAAdA)

# 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).

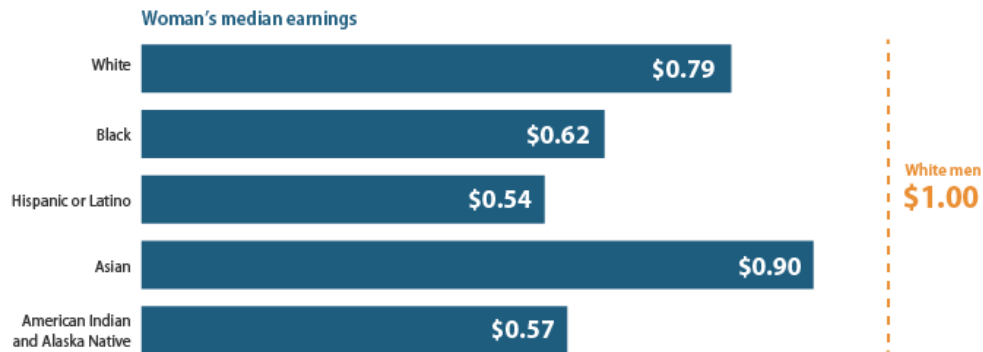


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FIGURE 1

## 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



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: PINC-05. Work Experience-People 15 Years Old and Over, by Total Money Earnings, Age, Race, Hispanic Origin, Sex, and Disability Status: 2018," available at <https://www.census.gov/data/tables/time-series/demo/income-poverty/cps-pinc/pinc-05.html> (last accessed March 2020). Specific tables used are on file with the author. CAP calculated the gender wage gap for American Indian and Alaska Native women using U.S. Census Bureau, "Table B20017C: American Indian and Alaska Native alone population, non-Hispanic or Latino population 16-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); U.S. Census Bureau, "Table B20017H: White alone, non-Hispanic or Latino population 16-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).





FEMININE LEADERSHIP MODEL™

[https://www.google.com/url?sa=i&url=https%3A%2F%2Fwww.pinterest.com%2Fpin%2F295408056788068510%2F&psig=AOvVaw1B1KVJlb\\_0mOZ05ajihCxN&ust=1615857588714000&source=images&cd=vfe&ved=0CAIQJRxqEwoTCLCOiOCQse8CFQAAAAAdAAAAABAD](https://www.google.com/url?sa=i&url=https%3A%2F%2Fwww.pinterest.com%2Fpin%2F295408056788068510%2F&psig=AOvVaw1B1KVJlb_0mOZ05ajihCxN&ust=1615857588714000&source=images&cd=vfe&ved=0CAIQJRxqEwoTCLCOiOCQse8CFQAAAAAdAAAAABAD)

## Barriers cont.

### + 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.

# Barriers cont.



## + 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

[https://www.google.com/url?sa=i&url=https%3A%2F%2Fwww.linkedin.com%2Fpulse%2Fwomen-work-harder-than-men-tony-beshara-1&psig=AOvVaw12YRjpTE3J\\_dq3VhO\\_hAZK&ust=1615857715754000&source=images&cd=vfe&ved=0CAIQjRxqEwoTCIDst5uRse8CFQAAAAAdAAAAABAD](https://www.google.com/url?sa=i&url=https%3A%2F%2Fwww.linkedin.com%2Fpulse%2Fwomen-work-harder-than-men-tony-beshara-1&psig=AOvVaw12YRjpTE3J_dq3VhO_hAZK&ust=1615857715754000&source=images&cd=vfe&ved=0CAIQjRxqEwoTCIDst5uRse8CFQAAAAAdAAAAABAD)



## 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

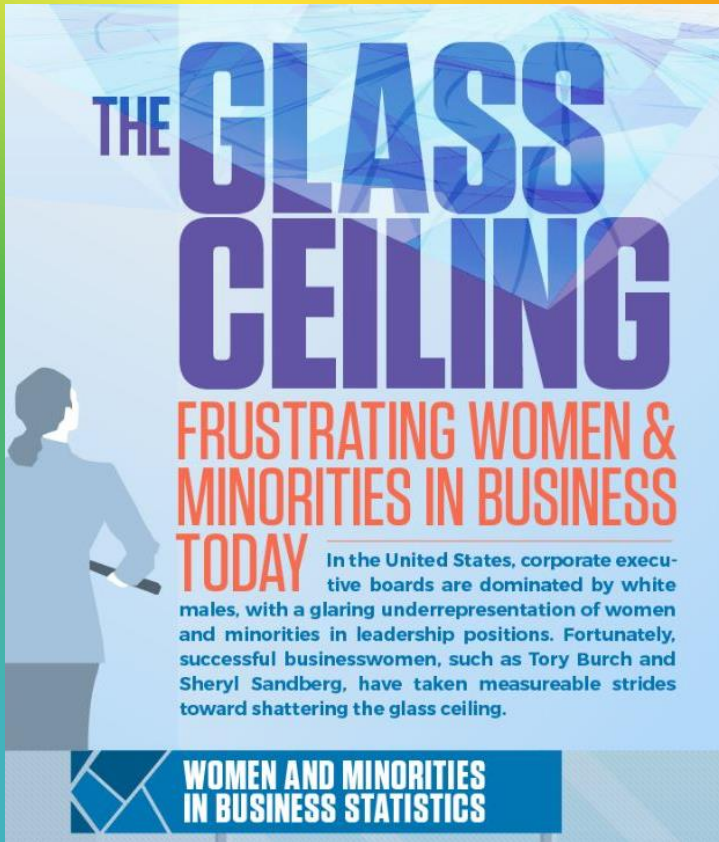
- + Challenging the status quo
  - Women tend to doubt their capabilities
  - Must see themselves as a leader for others to believe they have what it takes
- + Elephant in the room
  - Many senior leaders, both men and women, believe that opportunities for upward success are equal between the sexes. This has been proven to be false, yet this continues to be a common belief.



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# 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

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# **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



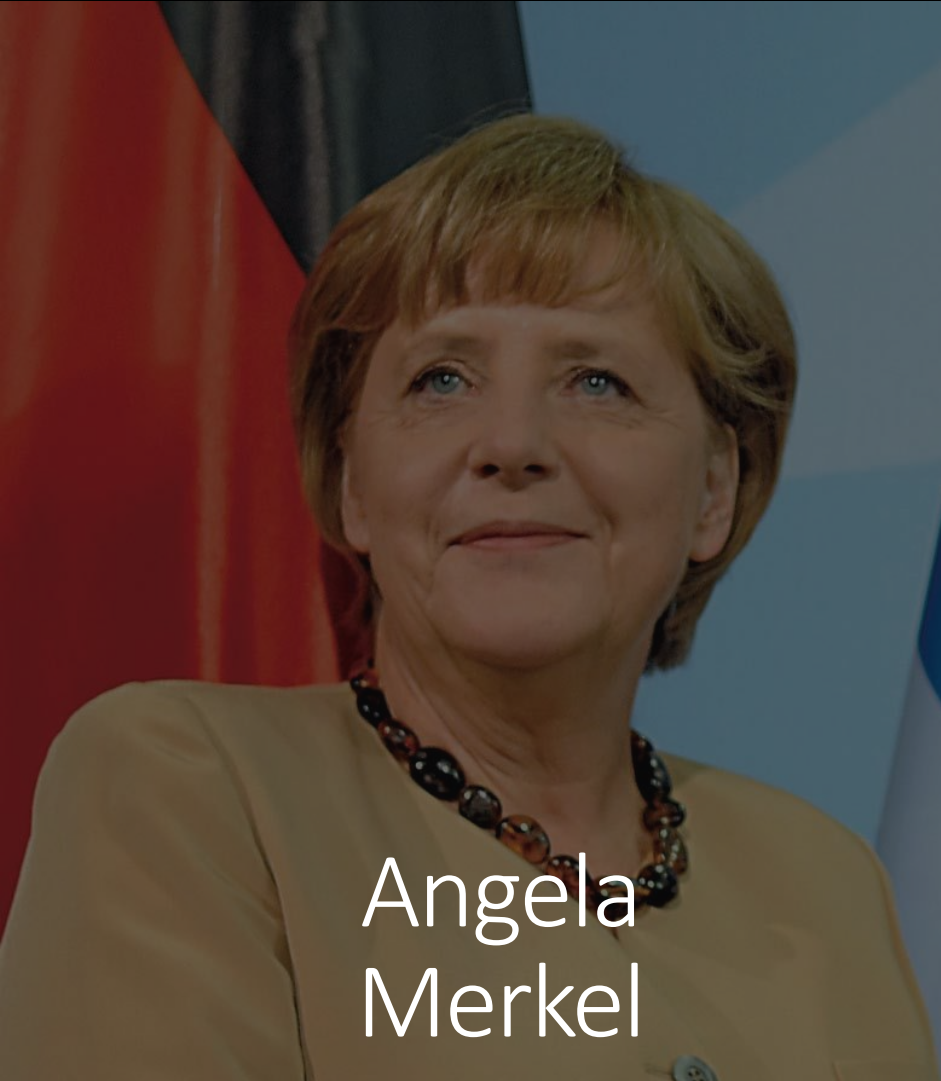


Angela Merkel and Donald Trump stare down @G7

# 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

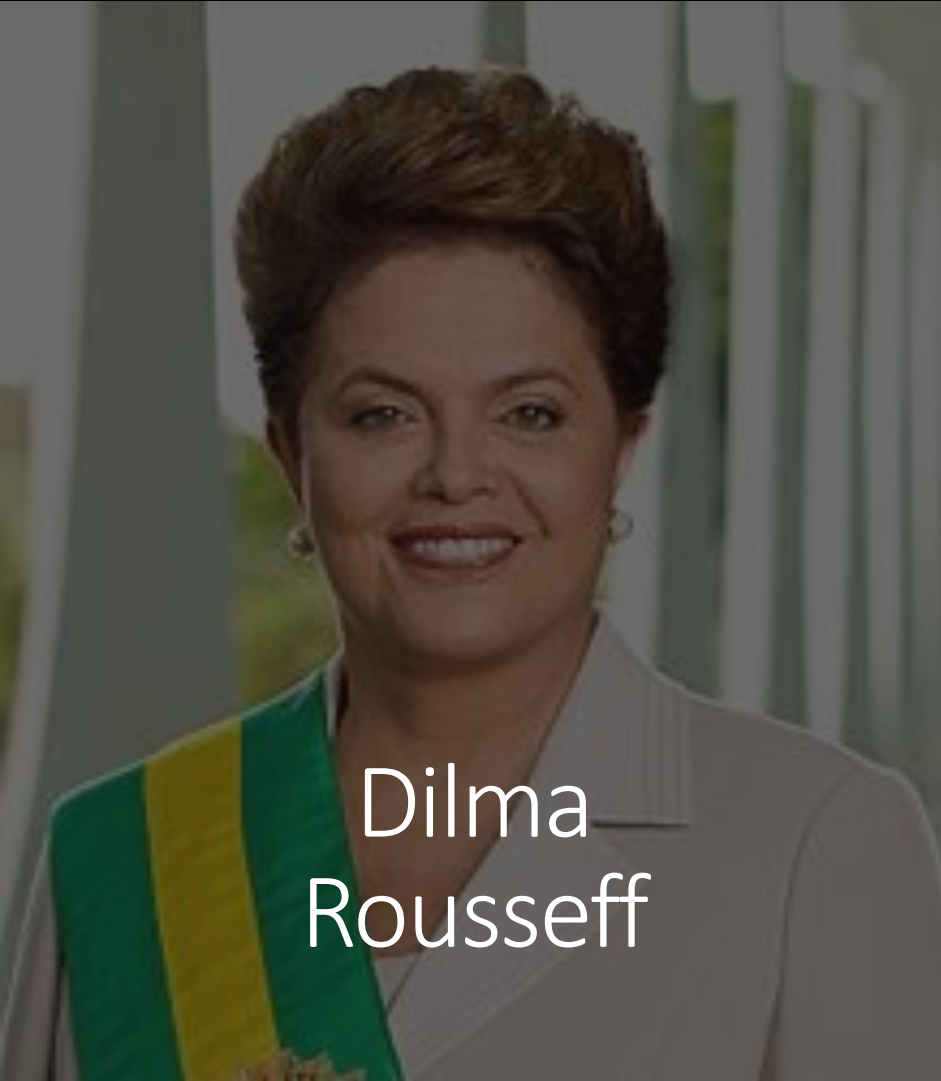


Prime Minister of the United Kingdom  
1979-1990

Conservative Party member

The “Iron Lady”

Longest tenured British PM in the 20<sup>th</sup>  
Century



Dilma  
Rousseff



36<sup>th</sup> President of Brazil 2011-2016

Member of the Worker's Party

Arrested for connection to the  
National Liberation Command,  
guerrilla movement

# Dilma Rousseff Successes

A photograph of Dilma Rousseff, the former President of Brazil, speaking at a podium. She is wearing a patterned jacket and has her hands raised in a gesture. The background features the Brazilian flag. The image is overlaid with a semi-transparent teal filter.

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

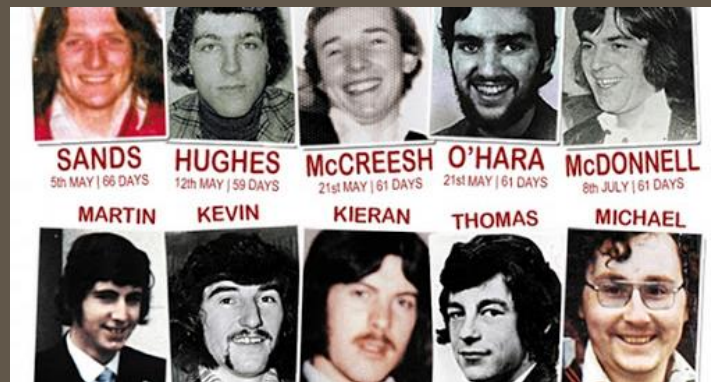
- Deregulation and privatization

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.

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Women's History Month Presentation by  
Leadership Capstone Studies Students  
March 18<sup>th</sup>, 2021: 12:30-1:45pm

# Imagine: If Woman Ruled the World

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



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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

# 01

## Defining the Problem

Where are the women  
in leadership?

# Where are the women in leadership?







02

## Disparities in Female Leadership

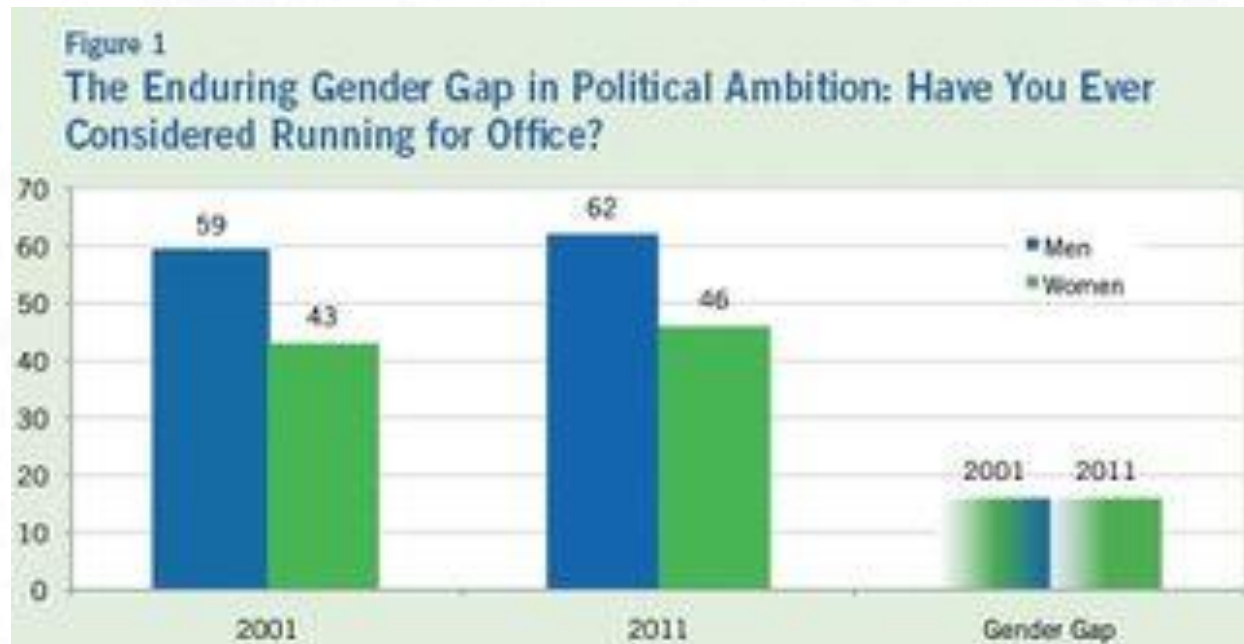
Political Ambition Gap

Women leaders in  
Rwanda

Female Leadership and  
COVID



# Political Ambition Gap

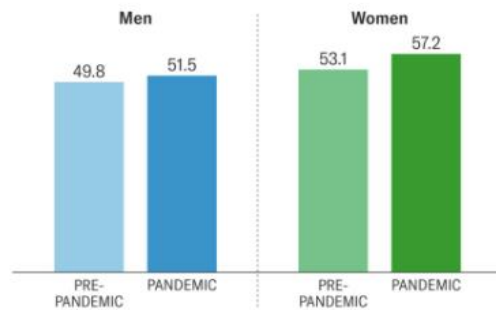


## Women leaders in Rwanda



# Female Leadership and COVID

## Overall leadership effectiveness ratings



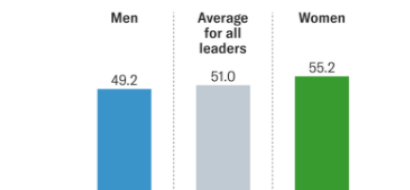
Source: Zenger Folkman, 2020

HBR

## 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



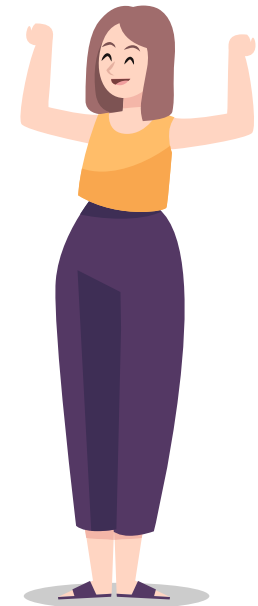
Source: Zenger Folkman, 2020

HBR

## 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	Ratings	
	WOMEN	MEN
• Takes initiative	60	50
• Learning agility	59	50
• Inspires and motivates others	59	52
• Develops others	58	49
• Builds relationships	58	51
• Displays high integrity and honesty	57	49
• Communicates powerfully and prolifically	57	52
• Collaboration and teamwork	56	50
• Champions change	56	51
• Makes decisions	56	49
Innovates	56	53
Solves problems and analyzes issues	56	53
Customer and external focus	56	54
• Drives for results	55	48
• Values diversity	55	45
• Establishes stretch goals	55	50
Develops strategic perspective	55	54
Technical or professional expertise	53	55
Takes risks	52	51



# Female Leadership and COVID



Angela Merkel



Jacinda Arden



Tsai Ing-Wen

# Female Leadership and COVID



Jair Bolsonaro



Donald Trump



Cyril Ramaphosa

# 03

## Woman and Adaptive Leadership

Hedgehog v Fox

Adaptive Work

# Adaptive Work



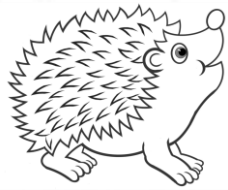
Getting on the Balcony



Myth of the Broken System



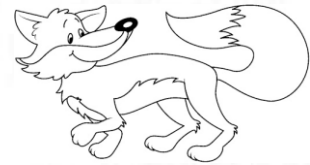
# Hedgehog v Fox v Lion



Hedgehog



Lion




Fox




04

## Imagining the Women's World

What will a World  
Ruled by Women look  
like?





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



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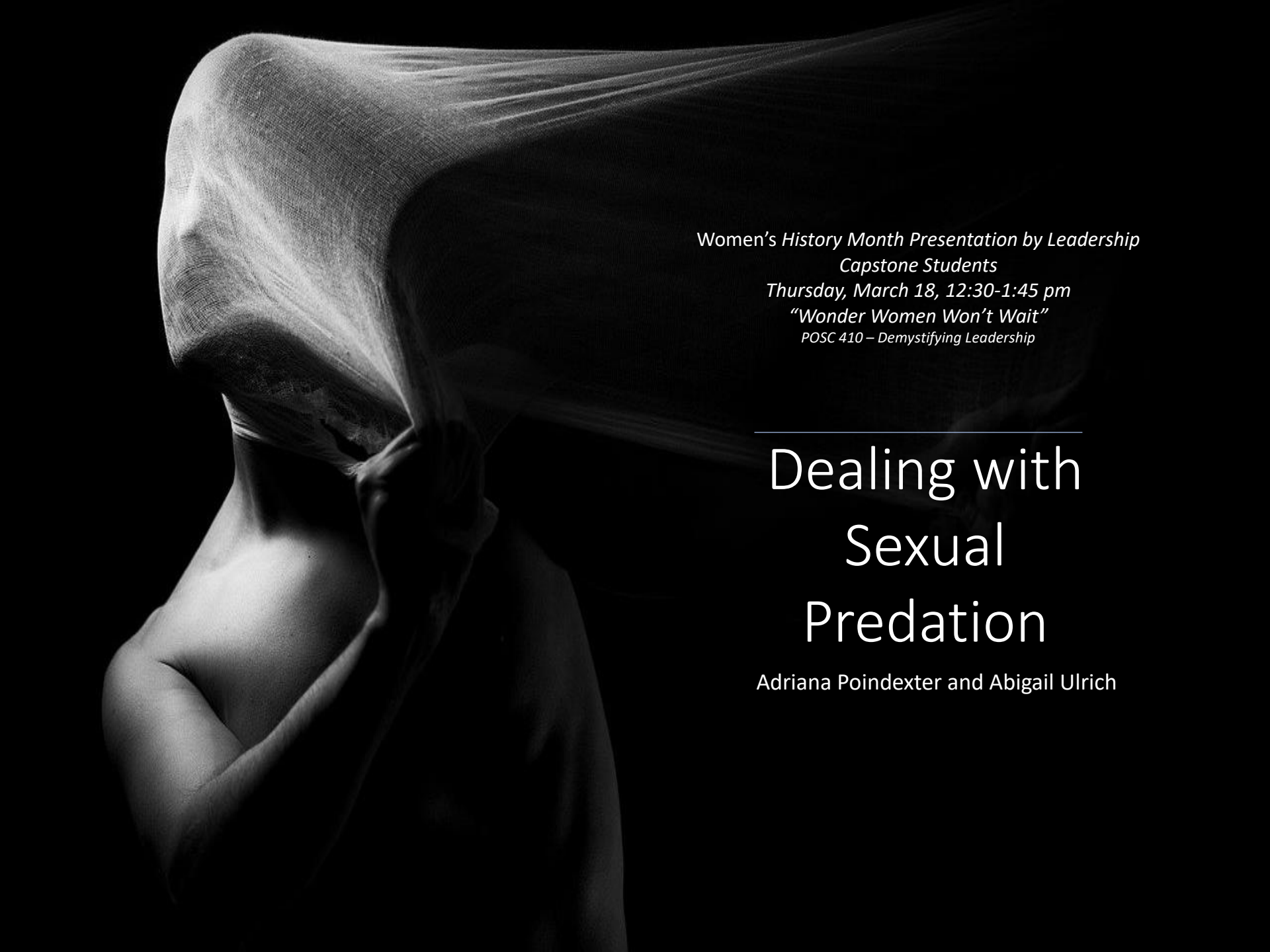
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Questions  
?



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*Capstone Students*

*Thursday, March 18, 12:30-1:45 pm*

*"Wonder Women Won't Wait"*

*POSC 410 – Demystifying Leadership*

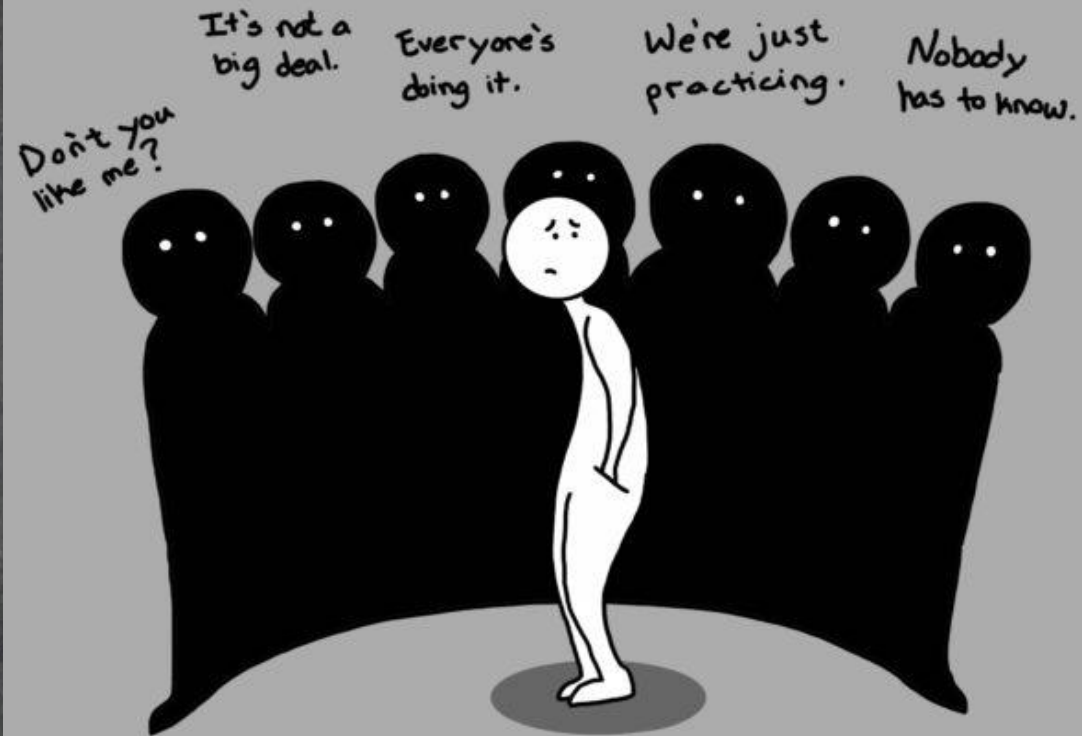
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# Dealing with Sexual Predation

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

# SEX OFFENDERS





Harvey  
Weinstein

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.



# College Age Women At risk

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.

All  
women



18-24  
College  
women



**3X**

18-24  
Women not  
in college



**4X**

# 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.

When employees have been sexually harassed, here's what they say about the **gender** of the perpetrator(s)

Women who have been sexually harassed by...

**Women: 13%**

**Men: 97%**

Men who have been sexually harassed by...

**Women: 68%**

**Men: 57%**

## SEXUAL HARASSMENT AT THE WORKPLACE

The law currently only recognizes women as victims of sexual harassment.

Men who face sexual harassment at work are not protected by the law, unless the policy in the workplace allows for it.

Persons who identify with other genders are not protected by the law, unless the policy in the workplace allows for it.

## 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

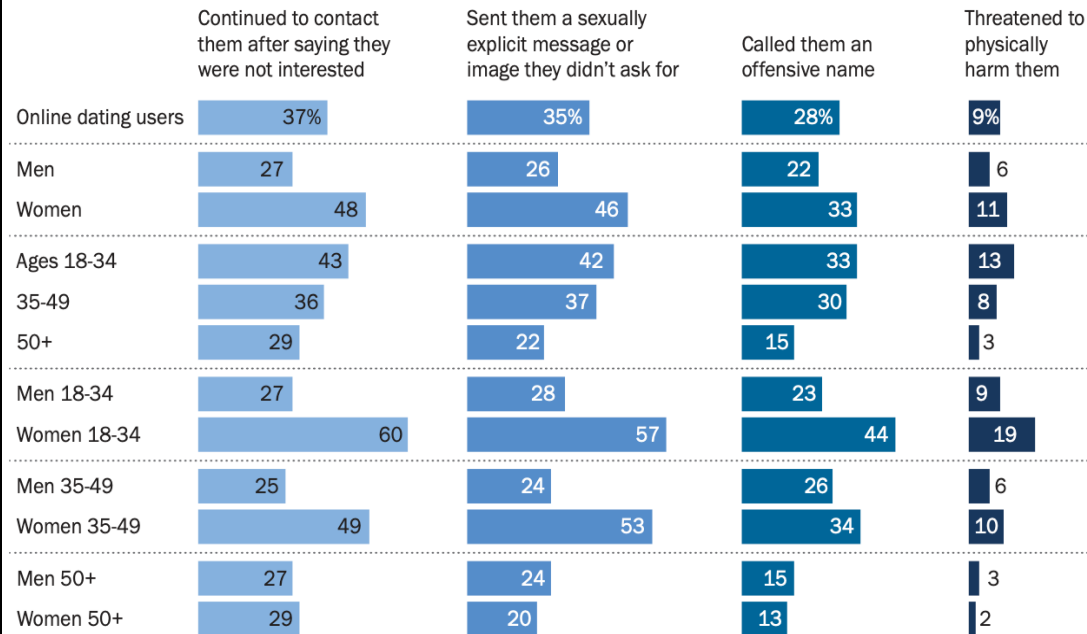
Recently, Meghan Markle went on an interview with Oprah Winfrey to speak about how she was treated within the Royal Palace



# Social Media

## Younger women who have used dating sites or apps are especially likely to report having negative interactions with others on these platforms

% of online dating users in each group who say someone \_\_\_ on a dating site or app



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.

Source: Survey of U.S. adults conducted Oct. 16-28, 2019.  
 "The Virtues and Downsides of Online Dating"

PEW RESEARCH CENTER

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.

*sum dolor sit amet, has  
 per lucillus ad, per quodsi  
 everti conceptam et. Duo  
 mentitum.*

# Collective Action Problem

Dealing with predators is considered a collective 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



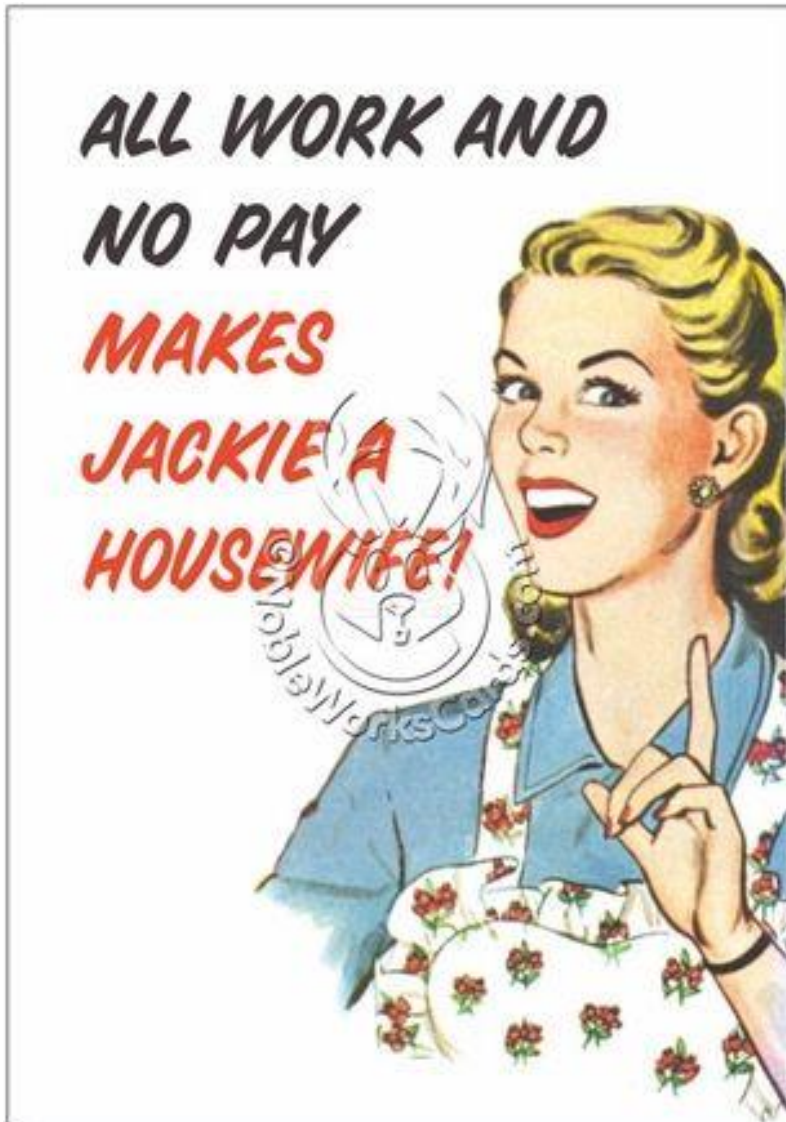
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# Conclusion

- 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?



**FINDING AN INTERNSHIP,**  
→ Building Your **Resume,** ↓  
Making **Connections,** and  
→ Gaining **Job Experience**

**LAUREN BERGER**  
👑 The Intern Queen

# Quota for Women in Politics?



# Mentoring for Women in Business?

## LEADERSHIP



# 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.



COVID-19  
RESPONSE