IF THEY WON’T GIVE YOU A SEAT AT THE TABLE, PULL UP A FOLDING CHAIR

WOMEN IN LAW & BUSINESS

PAST, PRESENT AND PREDICTING THE FUTURE

WOMEN AND WORK: A HISTORICAL PERSPECTIVE

KATHERINE ZALEWSKI, CHAIRPERSON
WORKERS’ COMPENSATION APPEALS BOARD
INDUSTRIAL REVOLUTION...

THINGS START TO CHANGE!
Civil War brings women into offices at the Treasury Department

1900s... office work becomes women's work
WOMEN LAWYERS

1648 – Margaret Brent
1869 – Arabella Mansfield
1870/81 – Ada Kepley
1878 – Clara Shortridge Foltz

Legislation
PROTECTIONISM

WOMEN'S WORK LIMITED BY LAW
Equal Opportunity League Fighting Legislation Which Restricts Their Hours of Labor

EQUAL PAY

EQUAL PAY ACT OF 1963
Prohibits sex-based wage discrimination between men and women in the same establishment who perform jobs that require substantially equal skill, effort and responsibility under similar working conditions.

PREGNANCY DISCRIMINATION ACT AND FMLA

If you’re pregnant or recovering from childbirth, you may have the right to:
- not be discriminated against at work
- take time off to seek medical care or recover without risking your job
- a small change to your job duties or schedule

Title VII of the Civil Rights Act of 1964 prohibits employment discrimination based on race, color, sex, religion, national origin, age, disability or genetic information.

Title VII of the Civil Rights Act of 1964 forbids an employer from retaliating against an employee because of the employee’s opposition to “any practice made an unlawful practice” by Title VII, or the employee’s participation in “an investigation, proceeding, or hearing under [Title VII].” 42 U.S.C. 2000e-3(a).
TITLE IX

• "NO PERSON IN THE UNITED STATES SHALL, ON THE BASIS OF SEX, BE EXCLUDED FROM PARTICIPATION IN, BE DENIED THE BENEFITS OF, OR BE SUBJECT TO DISCRIMINATION UNDER ANY EDUCATION PROGRAM OR ACTIVITY RECEIVING FEDERAL FINANCIAL ASSISTANCE."

LACK OF EQUALITY DUE TO DEMANDS ON WOMEN

PAIGE LEVY, CHIEF JUDGE
DIVISION OF WORKERS' COMPENSATION
ARE DEMANDS ON WOMEN AFFECTING EQUALITY?

- WORK DEMANDS
- FAMILY DEMANDS
- SOCIETY DEMANDS
- PERSONAL, HISTORICAL AND INTERNAL DEMANDS

WHAT SHALL I BE???
WORK DEMANDS

• LAWYERS: 36.2% ARE WOMEN
• WOMEN MAKE 75.3% OF WHAT MEN EARN AS LAWYERS
• WOMEN MUST WORK 1.25 EXTRA DAYS PER WEEK TO EQUAL EARNINGS
• CLAIMS ADJUSTERS: 61% ARE WOMEN AND EARN 82% OF WHAT MEN EARN
• JUDGES: 43.7% ARE WOMEN AND EARN 64.6%
(U.S. DEPARTMENT OF LABOR, WOMEN'S BUREAU 2016
DATA SOURCE: U.S. CENSUS BUREAU, 2016 AMERICAN COMMUNITY SURVEY)

WORK DEMANDS (CONT’D)

• FORBES WRITER SUSAN ADAMS IN REVIEW OF JOAN WILLIAMS BOOK: “WHAT WORKS FOR WOMEN AT WORK” BOILED DOWN THE GENDER-BASED ROAD BLOCKS:
• 1) PROVE IT AGAIN: WOMEN NEED TO PROVE THEMSELVES REPEATEDLY
• 2) THE TIGHTROPE: THE CHALLENGE OF STRIKING JUST THE RIGHT BALANCE OF FEMININITY AND MASCULINITY
• 3) THE MATERNAL WALL: THE ASSUMPTION THAT WOMEN WILL BE LESS COMPETENT BECAUSE THEY ARE PRE-OCCUPIED WITH THEIR KIDS
• 4) THE TUG OF WAR: COMPETITION BETWEEN WOMEN OVER THE BEST WAY TO BEHAVE
“I ASK NO FAVOR FOR MY SEX; ALL I ASK OF OUR BRETHREN IS THAT THEY TAKE THEIR FEET OFF OUR NECKS”
(THE NOTORIOUS RBG)

FAMILY DEMANDS

• 70% OF WOMEN WITH CHILDREN UNDER 18 PARTICIPATE IN THE LABOR FORCE
• 92.8% OF MEN
• 27% OF WOMEN WHO HAVE GIVEN BIRTH IN THE LAST 12 MONTHS ARE BELOW THE POVERTY LEVEL
• WOMEN ARE WORKING WHAT HAS BECOME KNOWN AS THE “SECOND SHIFT”. THE WORK THAT GREET US AFTER WORKING FULL TIME AND WE COME HOME TO (THE INVISIBLE WORKLOAD THAT DRAGS WOMEN DOWN BY LISA WADE)
• (STATISTICS FROM U.S. DEPARTMENT OF LABOR WOMEN’S BUREAU)
SOCIETAL DEMANDS

• “IF WOMEN SPENT A TENTH OF THE TIME THINKING ABOUT HOW TO SOLVE THE WORLD’S PROBLEMS AS THEY THINK ABOUT THEIR WEIGHT… WE COULD SOLVE THEM IN A MATTER OF MONTHS” (KATIE COURIC; MISS REPRESENTATION 2011)

• A STUDY IN THE AMERICAN ECONOMIC REVIEW SAID WOMEN WHO WEAR MAKE-UP EARN AT LEAST 30% MORE SALARY THAN NON-MAKE-UP WEARERS, AND ANOTHER STUDY SUGGESTED THAT VIEWERS CONSIDERED WOMEN WEARING MORE MAKEUP TO BE MORE COMPETENT. (HUFFPOST 9/15/17)

PERSONAL/HISTORICAL/INTERNAL DEMANDS

• GENDER ROLL AND IDENTITY BEGIN TO DEVELOP AT AROUND AGE 4 AND CHILDREN BEGIN TO EMULATE WHAT THEY SEE AROUND THEM.

• IF CHILDREN DON’T HAVE POSITIVE ROLL MODELS AS TO WHAT A GIRL CAN DO THAT IS LEARNED (GENDER IDENTITY DEVELOPMENT IN CHILDREN; JASON RAFFERTY 9/18/18)

• HOW DOES THE MEDIA PLAY INTO THESE DEMANDS?

• WE DEVELOP HOW WE SEE GENDER ROLLS AT A VERY YOUNG AGE
“I’ve had it all in the course of my life, but at different times”
-Ruth Bader Ginsberg from a conversation with Gloria Steinem in the New York Times

MEDIA

• BY HIGH SCHOOL GRADUATION YOU WILL SPEND MORE TIME WATCHING TV THAN IN A CLASSROOM
• AMERICAN TEENS SPEND AN AVERAGE OF 9 HOURS A DAY USING MEDIA (COMMON SENSE MEDIA SURVEY)
• 8-10 YEAR OLDS SPEND 6 HOURS A DAY IN FRONT OF A SCREEN WITH 4 HOURS SPENT WATCHING TELEVISION
(HTTPS://WWW.CDC.GOV/NCCDPHP/DCH/MULTIMEDIA/INFOGRAPHICS/GETMOVING.HTM)
MEDIA

- ADS FEATURING ONLY MEN-25% AND ADS FEATURING ONLY WOMEN-5%
- IN MOVIES MEN RECEIVE TWICE AS MUCH SCREEN TIME AND SPOKE TWICE AS OFTEN
- FEMALE CHARACTERS HAVE UNREALISTIC BODIES AND BEHAVIORS (IE. JESSICA RABBIT???)
- AN ANALYSIS OF 11,927 SPEAKING CHARACTERS IN MOVIES AND TV SHOWED WOMEN ARE:
  - C-SUITE EXECs: 3.4%
  - HIGH LEVEL POLITICIANS: 4.5%
  - EDITORS-IN-CHIEF, INVESTORS, DEVELOPERS, CHIEF JUSTICE CHARACTERS: 0%

SEE JANE

- (“HOW MEDIA PORTRAYAL AFFECTS WOMEN...” BY BRUCE LEE 3/13/18 DESCRIBING RESEARCH DONE BY ACTOR GEENA DAVIS WHO IS THE FOUNDER OF INSTITUTE ON GENDER MEDIA”) - HTTPS://SEEJANE.ORG/
- THE GEENA DAVIS INCLUSION QUOTIENT (GD-IQ) IS AN EXTRAORDINARY TOOL THAT GIVES US THE POWER TO UNCOVER UNCONSCIOUS GENDER BIAS WITH A DEPTH THAT HAD NEVER BEEN POSSIBLE TO DATE.
- KEY FINDINGS: THE INVISIBLE WOMAN: FEMALE CHARACTERS NOT SEEN OR HEARD
- IN 2015, 17% OF THE TOP GROSSING FILMS HAD A FEMALE LEAD. WOMEN HAD A PARTICULARLY STRONG PRESENCE IN THE COMEDY AND ACTION GENRES. AMY SCHUMER, MELISSA MCCARTHY, TINA FEY, AMY POEHLER, AND ANNA KENDRICK HAD HIT MOVIES, DEMONSTRATING THAT FUNNY WOMEN ARE BANKABLE IN HOLLYWOOD.
IS THERE A GLASS CEILING???

• In an 8/22/18 paper from the University of Chicago Booth School of Business in quoting a paper by Marianne Bertrand author of “THE GLASS CEILING”, she argues that the glass ceiling still persists and notes the following evidence:

• 1) Women often choose to work in fields that offer lower incomes. Although women have surpassed men in education that has not led to higher pay as they will avoid certain majors that produce higher pay (STEM fields)

• 2) Women are more risk-adverse than men and therefore will not necessarily compete at the higher levels that require more risk. Risk aversion is it nature or nurture???

THE GLASS CEILING CONT’D

• 3) The demand for child care, housework and other life chores outside of work fall more heavily on women than on men and women need more flexibility in the workplace.

• 4) She argues that her research showed that when women earned more than men it was difficult on the marriage.
WOMEN IN STEM

• “STEM” (SCIENCE, TECHNOLOGY, ENGINEERING, MATHEMATICS) FIELDS SEVERELY LAG BEHIND WHEN IT COMES TO FEMALE ADVANCEMENT-24% WHY?????

• BIAS: THERE IS A BIAS THAT FAVORS MALE STUDENTS

• REPRESENTATION: TEXTBOOKS DO NOT SHOW IMPORTANT CONTRIBUTIONS BY WOMEN AND ONLY 16% OF WOMEN WERE ON CORPORATE BOARDS IN 2016

• MENTORSHIP: THERE IS A NEED FOR MORE SUPPORT AND DIRECTION. RESEARCH SHOWS THAT WOMEN OFTEN FEEL ISOLATED AND HOSTILE IN A MALE-DOMINATED WORK ENVIRONMENT

(HOW TO INCREASE FEMALE REPRESENTATION IN THE STEM FIELD- FORBES 10/16/18)

https://www.youtube.com/watch?v=3MRkyp0xsyS
WORK/LIFE BALANCE: FACT OR FICTION

YVONNE E. LANG, PARTNER
PEARLMAN, BROWN & WAX

WHAT WE WERE PROMISED

• EDUCATION
• CAREER
• FAMILY
• HOUSE
BABY GAP

• STOPPING WORK OR PUTTING YOUR CAREER OR CHANGING TO PART-TIME EMPLOYMENT TO HAVE / RAISE CHILDREN IS NOW ONE OF THE LEADING REASONS FOR THE PAY GAP BETWEEN MEN AND WOMEN.

• A STUDY PUBLISHED BY THE CENSUS BUREAU IN NOVEMBER POINTS OUT THAT ALTHOUGH WOMEN HAVE GOTTEN MORE EDUCATION AND ENTERED MALE-DOMINATED PROFESSIONS, THE AGE AT WHICH A WOMAN HAS CHILDREN GOES HAND-IN-HAND WITH THE PAY GAP IN HETEROSEXUAL RELATIONSHIPS.
  
  • HTTPS://WWW.WHATTOEXPECT.COM/NEWS/FAMILY/STUDY-HAVING-BABY-THIS-AGE-WOMENS-PAY-GAP/

STATE AND FEDERAL LAWS TO HELP PROTECT AND MAKE FEMALE EMPLOYEE “WHOLE”

FMLA  PDL
FAMILY MEDICAL LEAVE ACT

THE FMLA ENTITLES ELIGIBLE EMPLOYEES OF COVERED EMPLOYERS TO TAKE UNPAID, JOB-PROTECTED LEAVE FOR SPECIFIED FAMILY AND MEDICAL REASONS WITH CONTINUATION OF GROUP HEALTH INSURANCE COVERAGE UNDER THE SAME TERMS AND CONDITIONS AS IF THE EMPLOYEE HAD NOT TAKEN LEAVE.

• TWELVE WORKWEEKS OF LEAVE IN A 12-MONTH PERIOD FOR:
  • THE BIRTH OF A CHILD AND TO CARE FOR THE NEWBORN CHILD WITHIN ONE YEAR OF BIRTH;
  • THE PLACEMENT WITH THE EMPLOYEE OF A CHILD FOR ADOPTION OR FOSTER CARE AND TO CARE FOR THE NEWLY PLACED CHILD WITHIN ONE YEAR OF PLACEMENT;
  • TO CARE FOR THE EMPLOYEE’S SPOUSE, CHILD, OR PARENT WHO HAS A SERIOUS HEALTH CONDITION;
  • A SERIOUS HEALTH CONDITION THAT MAKES THE EMPLOYEE UNABLE TO PERFORM THE ESSENTIAL FUNCTIONS OF HIS OR HER JOB;
  • ANY QUALIFYING EXIGENCY ARISING OUT OF THE FACT THAT THE EMPLOYEE’S SPOUSE, SON, DAUGHTER, OR PARENT IS A COVERED MILITARY MEMBER ON “COVERED ACTIVE DUTY;”
IN THE LAST 20 YEARS, WOMEN HAVE USED FMLA A REPORTED 100 MILLION TIMES. WHAT’S CHANGED THE MOST OVER THE PAST TWO DECADES, AND WHAT HASN’T?

• WORKPLACES — AND WORK-LIFE EXPECTATIONS IN PARTICULAR — ARE VERY DIFFERENT THAN THEY WERE IN 1993.
  • GENERATION X ARE WILLING TO TRADE FINANCIAL REWARDS FOR FAMILY TIME, AS THEY SENSE THEY MAY NOT BE AS WELL OFF AS THEIR PARENTS.
  • GENERATION Y AND MILLENNIALS FIND FACE TIME LESS ESSENTIAL, AND MERGE THEIR WORK AND HOME LIVES MORE THAN ANY GENERATION IN OVER A CENTURY.

WHAT ABOUT THE EMPLOYER’S POINT OF VIEW? WHAT CHALLENGES AND CHANGES HAVE WORK-LIFE POLICIES BROUGHT ABOUT FOR THEM?

• “WORK-LIFE” HAS BECOME A PART OF THE WORKPLACE LEXICON
• ORGANIZATIONS ARE BECOMING MORE FOCUSED ON RETAINING TALENT AND MAXIMIZING THEIR EFFECTIVENESS IN ORDER TO COMPETE IN A GLOBAL ENVIRONMENT. FLEXIBILITY IS SEEN AS A KEY VEHICLE FOR ACCOMPLISHING THIS, AND NEW WAYS OF WORKING ARE DEVELOPING AS THE WORKPLACE ADAPTS TO TECHNOLOGICAL ADVANCES.
PREGNANCY DISABILITY LEAVE

• In general, pregnancy disability leave (PDL) is the leave a woman takes while she is disabled by her pregnancy or the childbirth. An employee who has a disability related to her pregnancy or the birth of her child can receive up to four months of maternity leave while that disability continues.

Source: https://wrklyrs.com/PrgcyDsblty#p2

RETURN TO WORK AFTER PREGNANCY LEAVE

• HASH OUT THE LOGISTICS
• BRING YOUR BABY TO WORK BEFORE YOU START BACK
• DO A CHILDCARE TRIAL RUN
• START BACK MIDWEEK
• RETURN GRADUALLY IF POSSIBLE
• CONSIDER WORKING FROM HOME IF AN OPTION
• FIND SUPPORT AMONG OTHER WORKING MOMS
• WORKING THROUGH “I HAVE TO QUIT”
• SEE YOUR RETURN AS A CAREER OPPORTUNITY
WORK FROM HOME/ WORKING REMOTELY

• WORKFORCE FUTURES: THE ROLE OF PEOPLE IN THE FUTURE OF WORK, FOUND 95 PERCENT OF EMPLOYEES CONSIDER WORK-LIFE BALANCE TO BE AN IMPORTANT FACTOR WHEN SEARCHING FOR A NEW JOB.
• FROM INCREASED PRODUCTIVITY AND COLLABORATION TO REMOTE WORK ENABLEMENT, IT HAS BEEN A GAME CHANGER FOR MANY.

The Six Components of Work-Life Balance

• Self-Management
• Time Management
• Stress Management
• Change Management
• Technology Management
• Leisure Management
TIPS FOR BETTER WORK/LIFE BALANCE

- Let go of perfection
- Unplug
- Exercise and meditate
- Limit time-waste activities and people
- Change the structure of your life

PRACTICAL EFFECTS OF BEING A WOMAN IN LAW & BUSINESS

- OUR “UNIFORM”
- SEXUAL HARASSMENT
- HEALTH ISSUES
THE “UNIFORM”

- ACCEPTABLE CLOTHING FOR WOMEN includes lightweight sweaters such as turtlenecks, crew, v-neck, and cardigans. Vests worn with short or long-sleeved shirts are also acceptable, as well as blouses, knit tops, and collared polo shirts. Acceptable pants include khakis, linen blends, silk, twills or corduroy, and capri pants that end close to the ankle.

- ACCEPTABLE SHOES include thin to medium-sole leather shoes, loafers, pumps or any updated style with a low or stacked heel, open-toed or dress sandals.

- LADY LAWYERS should make sure that their outfits cover them in such a way that their clothing does not distract from the point they are trying to make. Practicing the law is all about using your brain, so your intelligence should be your most prominent feature. Pantsuits and skirt suits are safe options here, along with moderately comfortable shoes (read: not stilettos, but also not crocs).

MOST QUOTED “DON’T” WAS SKIRTS THAT ARE TOO SHORT

MOST COMMON IMAGE FOR THIS “DON’T”
SEXUAL HARASSMENT

- Behavior characterized by the making of unwelcome and inappropriate sexual remarks or physical advances in a workplace or other professional or social situation.
- Besides bosses and co-workers recent legislation has expanded the definition.

(AB 224) The Fair Employment and Housing Act (FEHA) prohibits sexual harassment in the workplace. This new law expands the type of relationships that may be subject to sexual harassment claims and prohibits sexual harassment in professional relationships, including:

- Investor
- Elected official
- Lobbyist
- Director/producer
- Attorneys
- Real estate agents/appraisers
- Accountants
- Bankers
- Trust officers
- Financial planners
- Loan officers
- Collection services
- Building contractors
- Others who hold themselves out as being able to help the plaintiff establish a business, service, or professional relationship with the alleged harasser or other third party.

WOMEN’S HEALTH ISSUES

- Stress
- Physical injuries
- Lack of exercise / improper diet
STRESS RELATED HEALTH ISSUES

• Headaches and migraines. When you are stressed, your muscles tense up. ...
• Depression and anxiety. ...
• Heart problems. ...
• Upset stomach. ...
• Obesity. ...
• Problems getting pregnant. ...
• Menstrual cycle problems. ...
• Decreased sex drive.

PHYSICAL INJURIES

• The ankle, leg, and back damage that awaits women who frequently wear high heels is not enough to dissuade most. Even when they feel the effects after around an hour of walking around. A recent study conducted at the University of North Carolina at Charlotte has found that although wearing high heels initially strengthens a woman's ankle muscles, it eventually leads to instability and weakening of those same muscles.

• According to health experts, purses and bag can cause pain in the neck, shoulders, and upper back by putting constant pressure on the muscles, soft tissues, and nerves of the shoulder. This strain is often lopsided as well, as people tend to carry their bags on the same side.
PREDICTING THE FUTURE OF WOMEN IN LAW & BUSINESS

NIKKI MEHRPOO JACOBSON, PARTNER
THE JACOBSON LAW FIRM, LLP

BASED ON THE PAST & PRESENT, YOU KNOW THAT INEQUALITY CONTINUES TO EXIST
COMMON TERMINOLOGY STILL USED IN REFERENCE TO STRONG WOMEN

• ICE QUEEN
• AGGRESSIVE
• UNEMOTIONAL
• ANGRY
• MASCULINE

WOMEN ARE OVERCOMING THESE STEREOTYPES BY WORKING TOGETHER

BEHIND EVERY SUCCESSFUL woman IS A TRIBE OF OTHER successful WOMEN, WHO HAVE her back.
WHEN WOMEN SUCCEED, DO WE ALL WIN?
WHY SHOULD WOMEN WANT TO LEAD?

• PAVING THE WAY FOR WOMEN
• OPEN DOORS FOR OTHERS
• SIGNALS FEMALE FRIENDLY CULTURE
• ROLE MODEL FOR OTHER WOMEN
• BRING UNIQUE QUALITIES TO THE JOB
• UNIQUE STRENGTHS
WAYS WOMEN ARE HELPING EACH OTHER SUCCEED (CONTINUE TO SUCCEED)

1. PASS ALONG AN OPPORTUNITY: PAYING IT FORWARD
2. AMPLIFY WOMEN WHOSE VOICES ARE UNHEARD.
3. REACH OUT TO PULL A WOMAN UP THE LADDER AND INTO YOUR CIRCLE
4. ENGAGE & BE PROACTIVE
5. SHARE RESOURCES: WHY WORK ALONE IF YOU CAN WORK TOGETHER WITH OTHERS
6. JOINT MARKETING: PROMOTE EACH OTHER
7. MENTORSHIP: TEACH & LEARN
   • BE A MENTOR, NOT A COMPETITOR
8. SPONSOR AND PROMOTE WOMEN
   • MENTORSHIP IS NOT ENOUGH
   • ARE YOU IN A POSITION TO INFLUENCE?
   • USING A WOMAN’S NAME IN A PUBLIC SETTING IS ACTUALLY REALLY POWERFUL.

9. SHARE YOUR NETWORK
10. SHARE INSIGHTS: EXPERIENCES AND LESSONS LEARNED
11. CUT EACH OTHER SOME SLACK
12. COMPLIMENT EACH OTHER
13. EDUCATE AND EMPOWER MEN TO HELP
WE NEED TO CHANGE: HABITS THAT CAN HOLD WOMEN BACK AT WORK

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<tr>
<th>Habit</th>
<th>Don’t say</th>
<th>Do say</th>
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<tr>
<td>Reluctance to claim your achievements</td>
<td>&quot;I couldn’t have done it without my colleague/assistant/boss.&quot;</td>
<td>&quot;Thank you, I worked hard on this.”</td>
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<tr>
<td>Expecting others to notice and reward your hard work</td>
<td>[To yourself] &quot;They should have known I wanted that promotion.&quot;</td>
<td>[To your boss] &quot;I’m the perfect person for this new role. And here’s why.”</td>
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<tr>
<td>Overvaluing expertise</td>
<td>&quot;I need to understand every aspect of this job and do it extremely well.”</td>
<td>&quot;What part of this job can I offload to someone else?”</td>
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<td>Falling into the perfection trap</td>
<td>&quot;If I never mess up, I’ll never get fired.”</td>
<td>&quot;I have the courage to try it.”</td>
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WOW! Women of Workers' Compensation
READING LIST

- The Feminine Mystique, Betty Friedan
- A Room of One's Own, Virginia Woolf
- Little Women, Louisa May Alcott
- Redefining Realness, Janet Mock
- The Bell Jar, Sylvia Plath
- The Vagina Monologues, Eve Ensler
- A Vindication of the Rights of Woman, Mary Wollstonecraft
- The Second Sex, Simone de Beauvoir
- Swimming in the Steno Pool: A Retro Guide to Making It in the Office, Lynn Peril
- Miss Representation (Documentary by Jennifer Newsom)

- Herland, Charlotte Perkins Gilman
- The Handmaid's Tale, Margaret Atwood
- Sexual Politics, Kate Millett
- Delusions of Gender by Cordelia Fine
- Thrive Arianna Huffington
- Backlash Susan Faludi
- Wonder Women: Sex, Power and the Quest for Perfection by Debra Spar
- Lean In by Sheryl Sandberg
- The Beauty Myth by Naomi Wolf

- Women, Race and Class, Angela Davis
- Sister Outsider, Audre Lorde
- Our Bodies, Ourselves, The Boston Women's Health Book Collective
- This Bridge Called My Back, Ed. by Cherrie Moraga and Gloria Anzaldúa
- We Should All Be Feminists, Chimamanda Ngozi Adichie
- Bad Feminist, Roxanne Gay
- Women and Power, Mary Beard
- Good and Mad, Rebecca Traister
- The XX Factor by Alison Wolf

QUESTIONS & ANSWERS

THANK YOU!!!