



## **Vision 2020 and 50/50 Day**

### ***Rethinking the Past, Present, and Future of Women in Leadership***

#### **About 50/50 Day**

The importance of shared leadership among women and men was the focus of 50/50 Day, a worldwide, one-day event in May 2017 that focused on gender equality. More than 10,000 individual events were held in nearly every state in the U.S. and in 60 countries, where attendees explored shared leadership in politics and business via film screenings, discussions and planned activities.

Based on the success of the initial venture, organizers at Vision 2020 are encouraging College Panhellenics to participate in the second 50/50 event scheduled for April 26, 2018.

To start the discussion about participating in the 2018 50/50 day, it is suggested that College Panhellenics watch our 20-minute film and follow with a facilitated reflection and discussion using the questions below.

You can also join the conversation online through our social media campaign. We are asking people to write down their answer to this question: "In six words, what does a gender-balanced world look like to you?"; With the six words in hand, they are asked to take a selfie with the paper and post it to Facebook, Twitter and Instagram with the hashtag #Gettingto5050.

#### **Vision 2020 and 50/50 Day**

Early on, Vision 2020 established its goal of 50-50 shared leadership among women and men in the U.S. with the initial focus on business and government, where decisions are made, policies set and resources allocated that affect all our lives. Vision 2020 has joined forces with the organizing team at Let It Ripple, a California-based film studio that produces mini-documentaries often focused on social justice issues.

As an ambassador to the global organizers, Vision 2020, headquartered in Philadelphia at Drexel University's Institute for Women's Health and Leadership, hosts 50/50 Day in Philadelphia. Additionally, Vision 2020 promotes similar 50/50 Day events throughout its national coalition of delegates and allies working for women's economic, political and social equality across the country.

As one of our valued potential 50/50 Day participants, your College Panhellenic is encouraged to use an event guide compiled by Vision 2020. On the following pages, you will find stats and questions to help guide your own 50/50 Day discussions.

Don't forget to post photos and insights from your Vision 2020 50/50 Day events on social media using the hashtag #5050withVision2020!

## Interesting Women's Leadership Statistics

### **Women leaders worldwide:**

Source: [Pew Research Center](#)

- **56 of the 146 nations** (38 percent) studied by the World Economic Forum have had a female head of government or state for at least one year in the past half-century.
- There are **15 female world leaders currently in office**, eight of whom are their country's first woman in power.
- While the number of current female leaders (excluding monarchs and figurehead leaders) has more than doubled since 2000, these women still represent fewer than 10 percent of 193 United Nations member states.
- 3/5 of the countries now under female leadership are in Europe.
- **The U.S. and its neighbors have had little or no time under female leadership. The U.S. and Mexico have never had a woman as chief executive, and Canada's first and only female prime minister served for just four months.**

### **Women in U.S. elected office in 2017:**

Source: [Center for American Women and Politics, Rutgers University](#)

Congress: Women make up 19.4 percent of the U.S. Congress, holding 104 of its 535 seats.

- *Senate*: 21 women (21 percent) serve in the Senate
- *House*: 83 women (19.1 percent) serve in the House of Representatives

Across states:

[\\*Find your state's statistics here](#)

- Women serve in 24 percent of statewide elective executive offices across the U.S., holding 75 of the 312 available seats. Statewide elective executive offices include-governor, lieutenant governor, comptroller, secretary of state, public utilities commissioner and attorney general. Currently, there are five women governors in the U.S.
- Women make up 24.9 percent of state legislators across the U.S., holding 1,840 of the 7,383 seats.
  - *State Senate*: Women make up 22.4 percent of the state senate seats across the U.S., holding 442 of the 1,972 seats.
  - *State House or Assembly*: Women make up 25.8 percent of the state house or assembly seats across the U.S., holding 1,398 of the 5,411 seats.

### **Women in U.S. CEO roles and on corporate boards in 2017:**

Sources: [Catalyst](#), [Deloitte](#), [Fortune Knowledge Group](#), [McKinsey & Company](#)

- Women currently hold 4.2 percent of CEO roles at Fortune 500 companies-
  - and women hold 20.2 percent of board seats.
- Women currently hold 5.8 percent of CEO roles at S&P 500 companies-
  - and women hold 19.9 percent of board seats

## Questions for Discussion: Government

### Shared leadership in government

1. What areas of leadership in your city/region/state still need improvement to get to shared leadership among women and men? What about your campus community? What role can your College Panhellenic play in aiding in the improvement?
2. What would you say is the most compelling evidence for having shared leadership among women and men in government? Additionally, what have you seen as a deterrent to shared leadership?
3. Is the talent pool of women in government and business large enough? What mechanisms and supports, formal and informal, do women who are considering a run for office need? How can you apply these mechanisms to women wanting to lead in your sorority community?
4. The film talks a lot about mentors. Who are your mentors? Is their gender important? Why? Having a mentor or sponsor is important for both women and men at various stages of their careers. How do you find a mentor? What does a good mentor/mentee relationship look like?
5. Elected officials are public servants. What do leaders in government need to be willing to sacrifice to get to a more gender-balanced society? What can elected officials do to help encourage and ensure 50-50 leadership in government? What role can voters play in making this happen? What are your perceived sacrifices for being a leader in your Panhellenic community and what may be some similarities or differences?
6. Guaranteed paid sick leave, an increased minimum wage and even the implementation of high quality pre-K haven't always been thought of as traditional "women's issues," but we know these things affect women's economic security alongside pay equity and discrimination. How does the presence of more women in public office affect or reframe economic issues?
7. We've thought of the story of women in power as a story of scarcity. How can we shift to telling a story of abundance? How might changing this narrative change things? What other narratives can we change? For example, 50 percent of men with paid parental leave feel they can't take it. Why do you think that is? How much is due to practical concerns and how much is due to perception? What would change if more men took parental/family leave?
8. When we talk about our fraternity/sorority community, how is the narrative of sororities and fraternities perceived. Is your story tied to the successes or challenges of the men's organizations? How can you combat narratives of your fraternity/sorority community?
9. How can young women and students not yet old enough to vote or run for office become civically engaged, get involved, and have their voices heard? How can your Panhellenic community be involved in these efforts?
10. How has representation in government in terms of gender equality changed in your lifetime? What about since your parents' or grandparents' generation? Is there a difference between local and national politics? Where do you think we'll be 20 years from now?

## Questions for Discussion: Business

### **Shared leadership in business**

1. What types of programs are important for regional and national employers to implement to achieve more gender diversity? What initiatives and benefits help make a company a top workplace for mothers? What is important to ensure a rewarding place to work for both men and women?
2. For organizations that want to be more gender diverse but aren't sure where to start, what steps or checkpoints do you think they should take? Are there any companies in your city/state/region doing this well?
3. How might a more diverse board pay off financially for companies implementing more gender equality standards and policies?
4. Research suggests that companies with more gender diversity in top management and at the board level are 15 percent more likely to out-perform the average financial returns for their industry. Have you found this to be true? If so, why do you think diverse workforces perform better financially? How can shared leadership make a difference to the bottom line in positive ways?
5. Having a mentor or sponsor is important for both women and men at various stages of their careers. For those here who don't yet have a mentor, how should they find one? What does a good mentor/mentee relationship look like? How does having a mentor give you a "leg up?"
6. In your current organization or at a former employer, have you ever felt you were treated differently for being a woman? If yes, how did you handle that situation, and what needs to happen in our culture for similar situations to not occur in the future?