



**Social Justice and Feminist Leadership:  
Sharing the Unique Perspectives and Universal Concepts**

Heather Shea Gasser, Director, Women's Center

**"People call me a feminist  
whenever I express sentiments that  
distinguish me from a doormat."**

**Rebecca West, age 20, 1913**





## **“Am I a feminist?”**

“It’s a question I’ve dodged many times. This avoidance only adds to the reasons I should become more aware. I know the stereotype that goes along with the ‘feminist’ label. I’m not an extreme person, but I realize that gender seems to play an unnecessary role in too many facets of my life. It angers and then confuses me when I think of this and all the cues that are so ingrained into our culture for me to notice.”

College Student quoted in Gmelch (1998) “Gender on Campus”

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## Directors Are Older

As fewer sitting CEOs are willing to serve on outside boards, many boards are opting to hold on to seasoned directors by raising the retirement age. They are also calling on retired executives.

**37%**  
OF BOARDS HAVE AN AVERAGE AGE OF 64 OR OLDER.

**3%**

## Directors Are Still Well Paid

Boards recognize the increased time commitment and personal liability that directors today face; and, although many factors other than money motivate directors to join a board, companies understand the need for competitive compensation.

**37%**  
OF BOARDS PAY MEMBERS FOR MEETING ATTENDANCE.

**92%**

**\$36,667**

**\$95,262**

AVERAGE BOARD RETAINER PLUS MEETING FEES PER DIRECTOR

**The Oldest Director**  
MORTIMER M. CAPLIN, AN INDEPENDENT DIRECTOR AT DANAHER CORPORATION, IS 95.

2011

**15.3%**  
OF DIRECTORS AT THE TOP 500 COMPANIES ARE AFRICAN-AMERICAN, HISPANIC, OR ASIAN.

## Most Directors Are Still White Men

Most boards continue to define the ideal director as a current or former CEO—a position in which women and minorities are still underrepresented. Although numerous boards are broadening their sights, progress has been slow.

2011

**LARGEST 32**  
CHE Group

**SMALLEST 5**  
Microchip Technology

1987

**27**  
DuPont

**8**  
Digital Equipment Corporation

## Boards Are Smaller

As their role has professionalized over the years—from both the strategic and the fiduciary standpoint—boards have evolved from larger groups, often populated by business, academic, or political luminaries, to leaner decision-making bodies composed of directors with specific skill sets.

**83%**  
OF BOARDS HAVE 12 OR FEWER MEMBERS.

**22%**

## Directors Are More Independent

The Sarbanes-Oxley Act of 2002 tightened the definition of independence and increased the percentage of independent directors on boards. In addition, boards today have a more independent leadership structure, as directors have become more comfortable with the lead or presiding director role and with separating the CEO and chair roles.

**84%**  
OF DIRECTORS ARE INDEPENDENT.

**68%**

## The Youngest Director

NATALIE BANCROFT, NOW 31, JOINED NEWS CORP.'S BOARD IN 2007.

2011

**9%**  
OF BOARDS HAVE NO FEMALE DIRECTORS.

2011

**16.2%**  
OF CORPORATE DIRECTORS ARE WOMEN.













This is  
What A  
**RADICAL  
FEMINIST**  
LOOKS  
Like

WOMEN  
MAKE  
POLICY  
NOT  
COFFEE



UPPITY  
WOMEN  
UNITE



Powerful  
Woman!

SEXISM  
IS A  
SOCIAL  
DISEASE



DON'T  
CALL ME  
"GIRL"



ERA  
YES

FEMINISM  
LIVES



# Feminism is for EVERYBODY

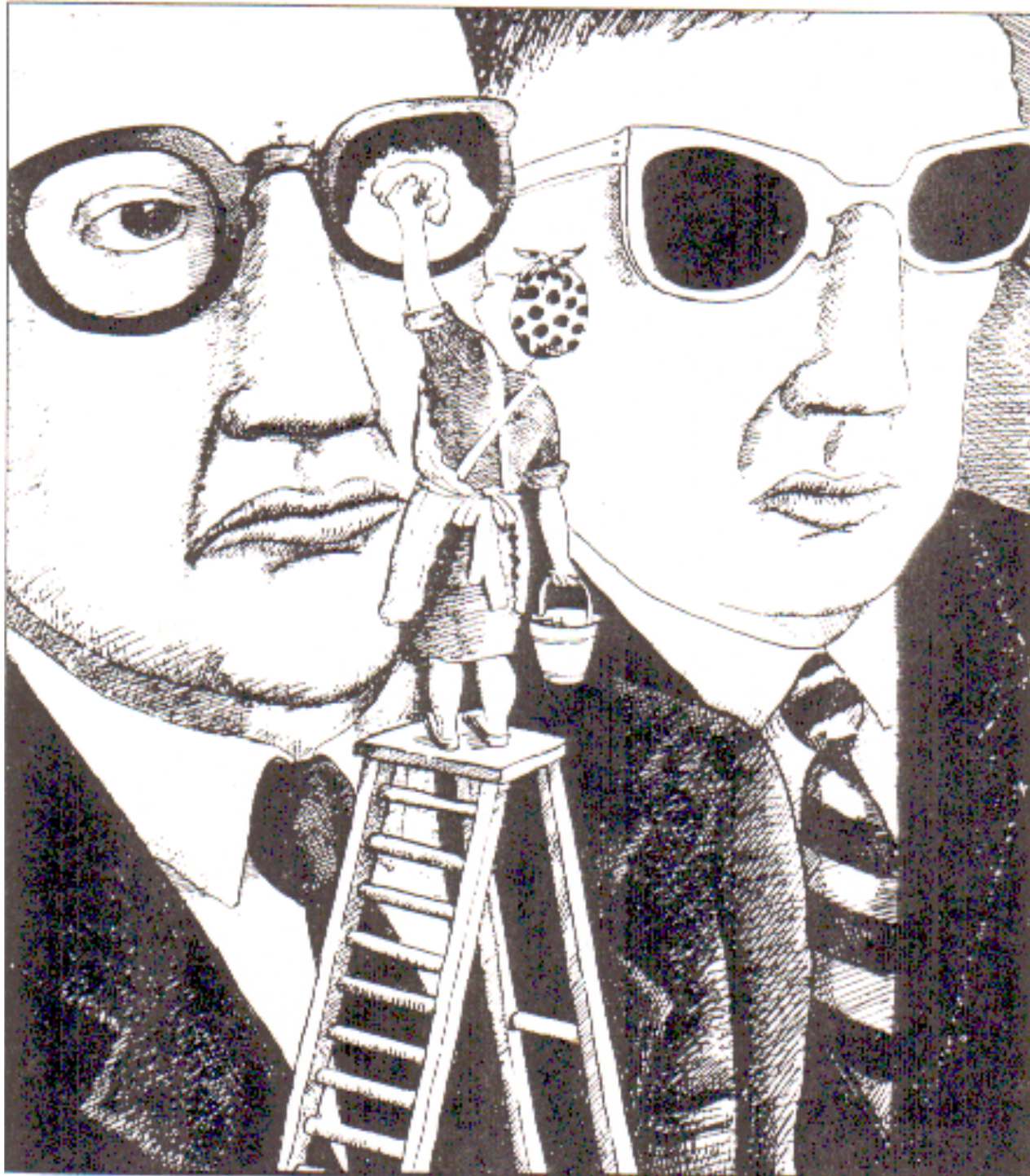
*Passionate Politics*



bell hooks

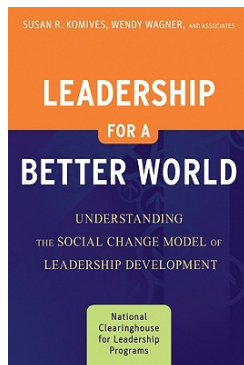
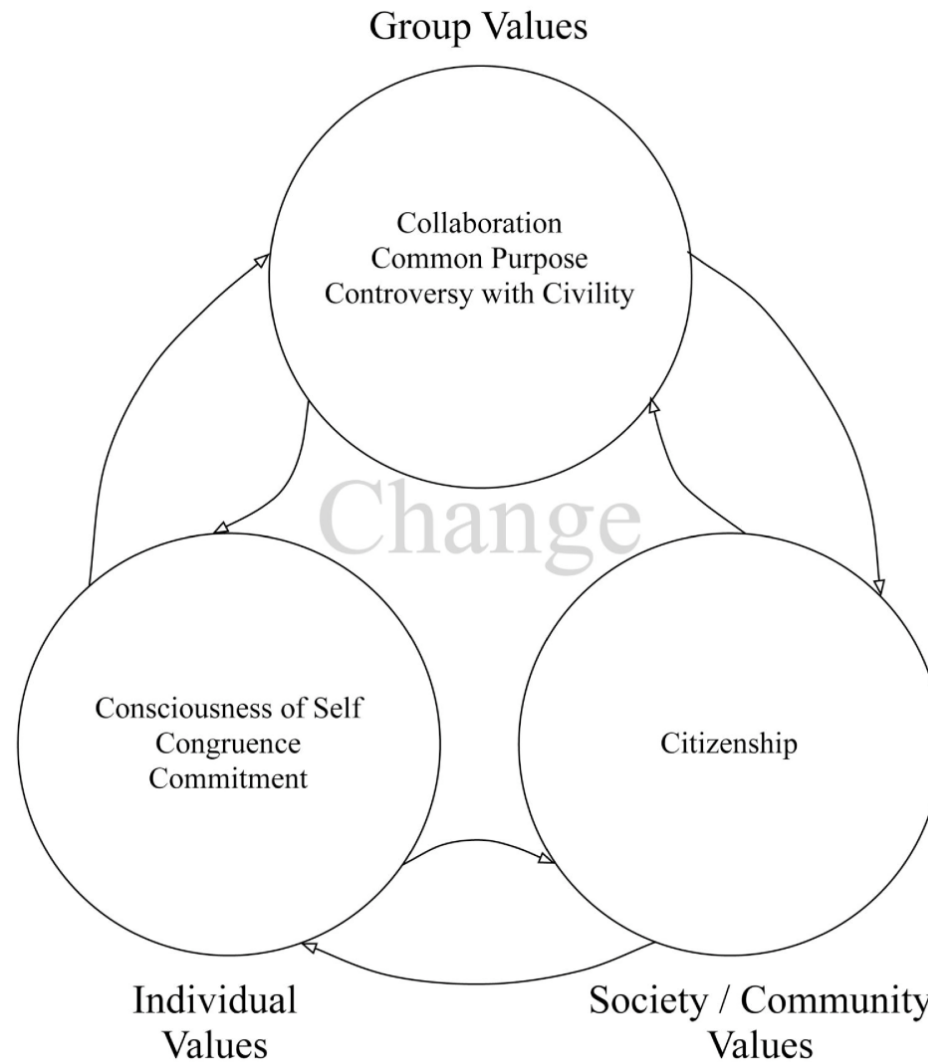
“Everyone’s  
**presence**  
and **participation**  
must be **valued.**”

~ bell hooks





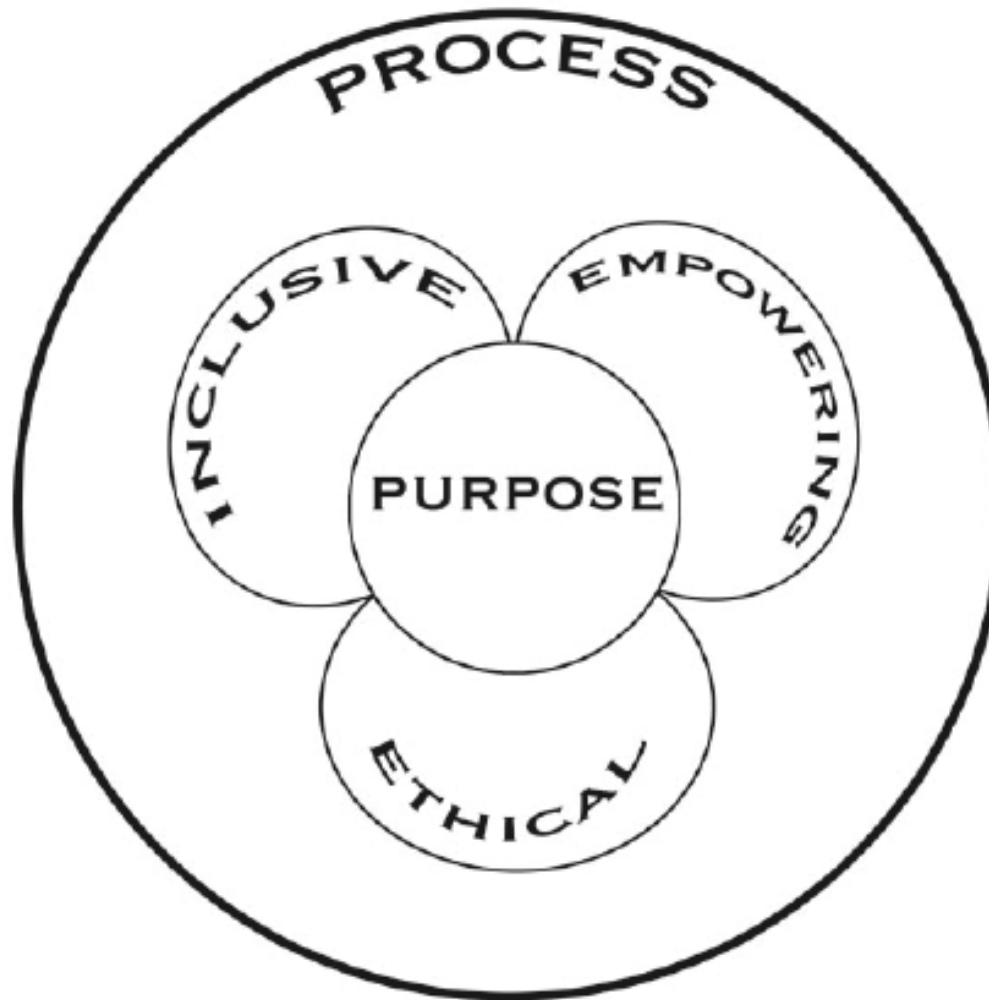
# Social Change Model of Leadership Development



Komives S. R. & Wagner, W. (2009). "Leadership for a Better World: Understanding the Social Change Model of Leadership Development"



# Relational Leadership Model



Komives S. R., Lucas, N., & McMahon, T. (2006) "Exploring Leadership : For College Students Who Want to Make a Difference"

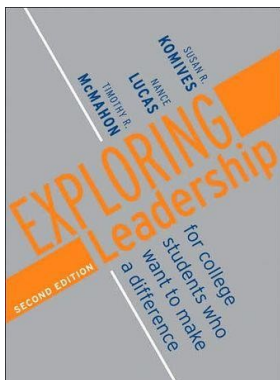
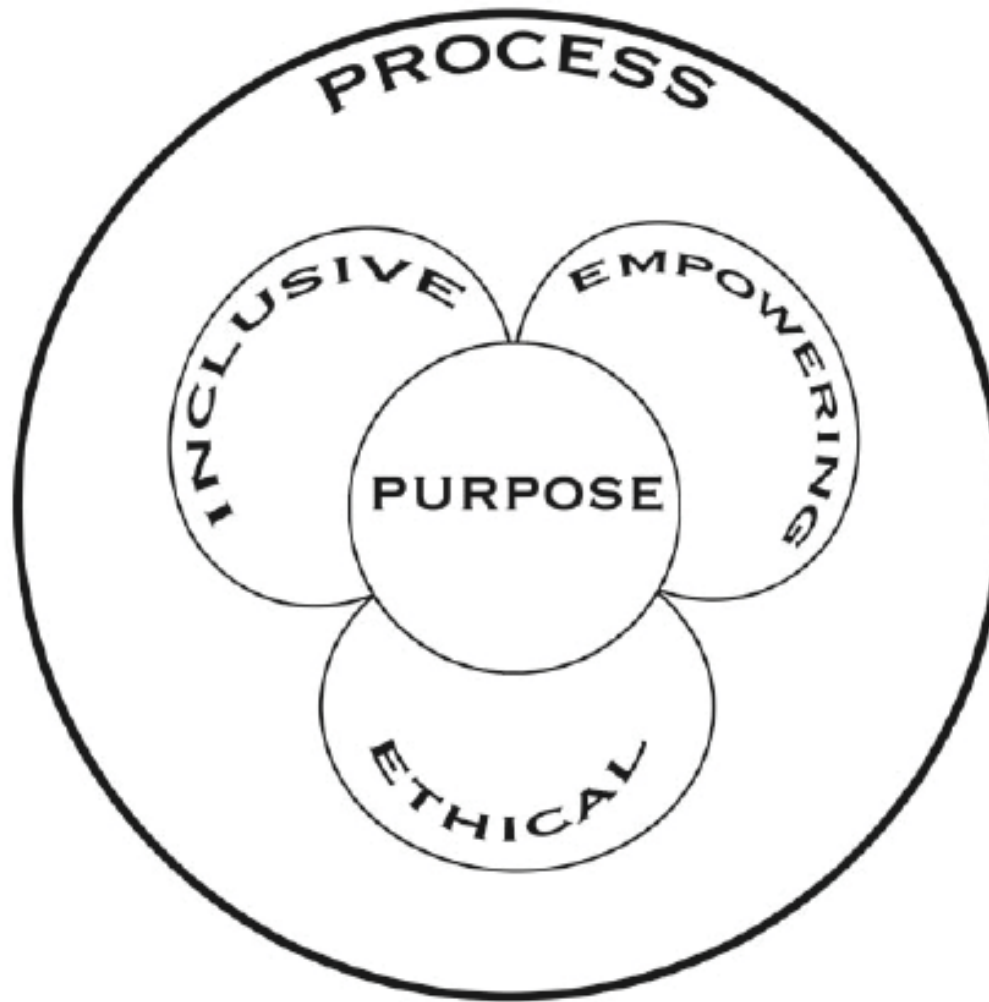
WHAT happened



We can't fight patriarchy  
if we're too busy  
fighting each other.

• A ZINE •

# Relational Leadership Model

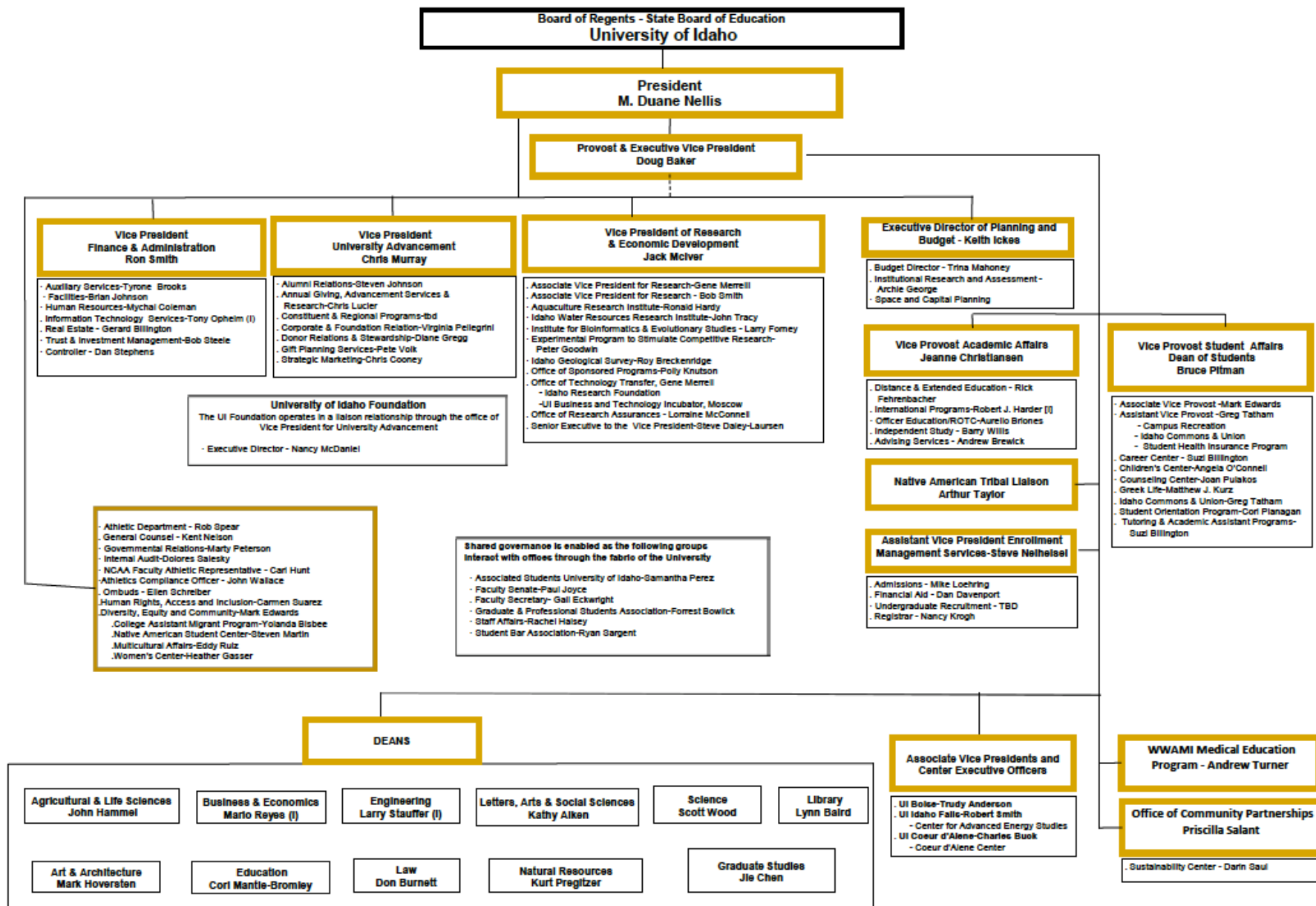


Komives S. R., Lucas, N., & McMahon, T. (2006) "Exploring Leadership : For College Students Who Want to Make a Difference"







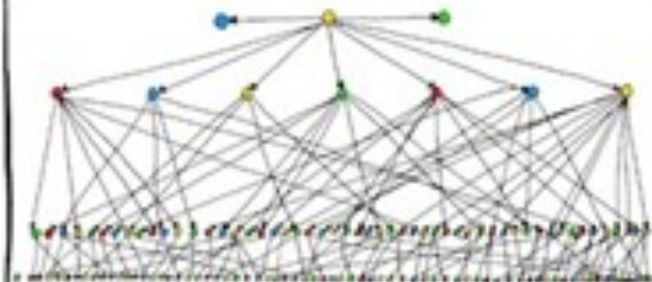




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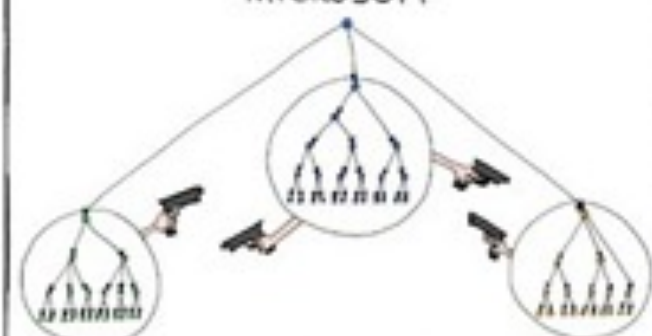
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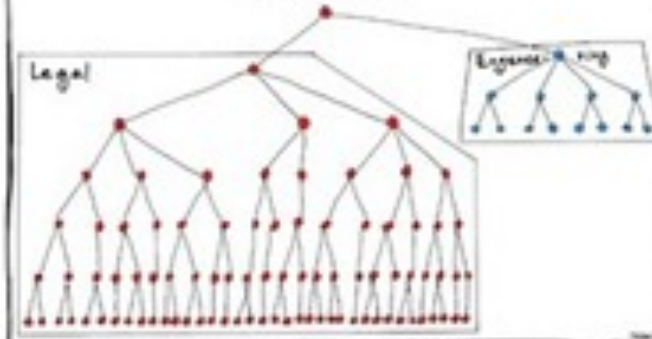
MICROSOFT



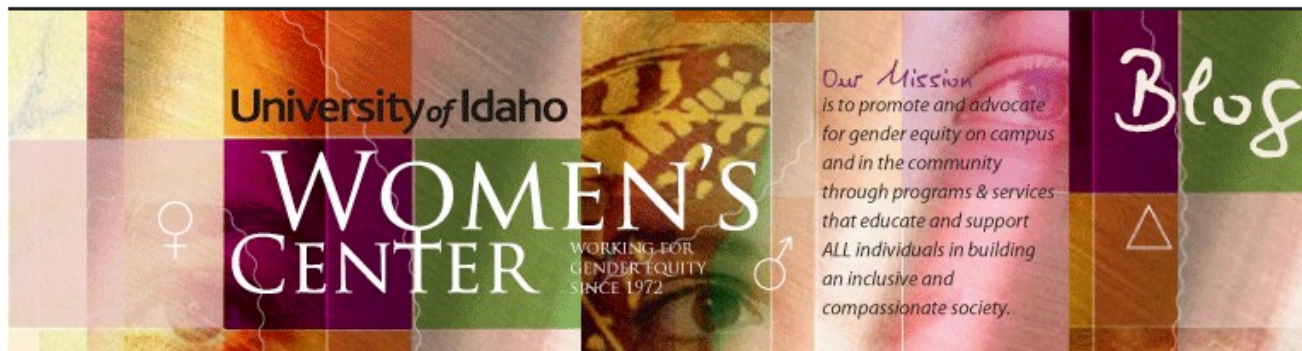
APPLE



ORACLE







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[Moscow's vagina warriors](#)

BY WOMEN'S CENTER | FEBRUARY 7, 2012 · 7:08 PM

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## Ellen DeGeneres: Model spokeswoman

**Amitti Mackey**

In recent news, One Million Moms, an organization put together by mothers of America to protest social issues, is expressly opposed to the appointment of Ellen DeGeneres as a spokeswoman for the JC Penney Company. The group's opposition is based solely on the fact that DeGeneres is an openly gay woman and a misrepresentation of the families who shop at JC Penney.



On its [website](#), OMM said its mission is "to stop the exploitation of their children, especially by the entertainment media (TV, music, movies, etc.)." The organization addressed mothers across the country:

"Mom, are you fed up with the filth many segments of our society, especially the

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[illegible]



"We do not see  
things as they  
are, we see  
things as we  
are."

-Anais Nin



