

ROXANNE QUALLS
Leading Women: The Power of Women in Leadership
March 3, 2006

1. Thank you
 - a. Congratulate the honorees- personal excellence, commitment to this community, and
 - b. Congratulate “Leading Women”-For recognizing leadership at all levels and in all sectors. Last night at the reception-a young woman approached me.....(mother-breast cancer research advocate)
 - c. This afternoon talk about Leadership and Why Women’s Leadership Makes a Difference-What is its Power. But, first tell a story
2. The Park Story
 - a. The story
 - b. Illustrates-Do not confuse title and position with true leadership-usually true leadership is about pointing out a direction and helping people get there.
3. As a child
 - a. Margaret Chase Smith
 - b. Good fortune in my life to have models- often in careers and lifestyles that reflected to limited options of many women of their generation with talent and ambition and commitment to exercise leadership
 - i. Teachers
 - ii. Dedicated religious
 - iii. Later, as a young woman saw political leaders-Bobbie Sterne-Helen Hinckley
 - c. Searched history for inspiration
 - i. Madame Curie-discoverer of radium and one of the few people to be awarded the Nobel Prize in 1903 for Physics and in 1911 for chemistry
 - ii. Susan B. Anthony-abolitionist, educational reformer, labor activist, women rights reformer
 - iii. Harriet Tubman-the great conductor on the Underground Railroad
 - iv. Mother Jones-the great union organizer who was called the miners angel
 - v. Jane Addams-Hull House
 - d. Fortunately I came of age when I did not just have to look to the past for inspiration, but could turn on TV or read the paper and it seemed as if suddenly see.
 - i. International women leaders
 1. Indira Ghandi-1966 (13)
 2. Golda Meir-1969 (16)
 3. Now there are three reigning queens (UK, Denmark, Netherlands) three governor generals (Canada, ?New Zealand, and Saint Lucia) 5 Presidents (Finland, Ireland, Latvia, Liberia, Philippines and Chile and 5 Prime

Ministers (Bangladesh, Germany, New Zealand, Mozambique and Sao Tome e Principe soon. Jamaica, and Netherlands Antilles)

4. Really have seen progress
 - a. Politics
 - i. Have come a long way since Jeanette Rankin became the first women in the US House of Representatives in 1917 and Shirley Chisholm the first African American Women in 1968
 1. 67 women in the House and 14 women in the Senate in the 109th Congress
 2. 8 women are governors and 15 liet governors
 3. 12 of the 100 largest cities in the US have women mayors
 - ii. Business leaders
 1. Women as major political leaders more visible earlier than women in positions of corporate power or in business
 2. Corporate
 - a. Even today, although women make up almost half the US labor force only two Fortune 500 companies have women CEO's or Presidents. But the goods news is that percentage of Fortune 500 companies in which women hold at least a quarter of corporate officers positions has risen from 25 to 50 since 1995.
 - i. Periodically, we can open the NYT or the WSJ and see Meg Whitman, chair of eBay or Shelley Lazarus, chair and CEO of Ogilvy Mathers and until last year Carly Fiorino HP
 - b. Cannot forget entrepreneurs: Fortunately we are now in an era when women owned businesses grow at a faster rate than the national average and now account for 6.5 % of all non farm employment and 4.2 % of their receipts
5. Today talk about the power of Women's Leadership-Focus on three areas
 - a. What truly is leadership?
 - b. What can more women in leadership mean for our community in light of the recent PULSE study?
 - c. Why women exercising leadership can make a difference
6. What is leadership-always a challenge-Books, seminars, classes
 - a. Lots of discussion of character and quality
 - b. Focus on the essential nature of leadership-indebted to James McGregor Burns seminal work "Leadership" in 1978

- i. Relationship between an individual and another or others that in its best moments raises both leader and followers to a higher level of functioning. What does that really mean?
 1. Refreshing definition
 - a. Means leadership can be exercised anywhere, anytime, by anyone in the home, in church, in school, in business, politics.
 - b. Robert Coles, wonderful book the Lives of Moral Leaders tells the tale of a Boston School bus driver who during the difficult and highly conflicted time of Boston schools desegregation gave the children he transported everyday the courage to step off the bus and face the abuse and the taunts.
 - c. For today, however stay focused on the public sphere of our lives, not the private.
 2. Leadership challenges us to close the gap between who we are and how we behave and what we are our true values.
 3. Leadership gives voice and expression to that to which we aspire to be a people, as a community, as a nation, as a world.
 4. Examples
 - a. Mother Theresa 1979 Nobel Peace Prize
 - b. Aung San Suu Ky-Nobel 1991 Peace Prize under house arrest since 1989. In 1990 her party won the national elections in a landslide. She would have been Prime Minister of Burma (Myanmar) In the good fight for peace and reconciliation, we are dependent on persons who set examples, persons who can symbolize what we are seeking and mobilize the best in us. Aung San Suu Kyi is just such a person. She unites deep commitment and tenacity with a vision in which the end and the means form a single unit. Its most important elements are: democracy, respect for human rights, reconciliation between groups, non-violence, and personal and collective discipline. Her words: “It is not power that corrupts but fear. Fear of losing power corrupts those who wield it and fear of the scourge of power corrupts those who are subject to it.”
 - c. Wangari Manthai- 2004 Nobel Peace Prize The planting of trees is the planting of ideas. By starting with the simple step of digging a hole and planting a tree, we plant hope for ourselves and for future generations. Through the process of mobilizing people to action, GBM addresses a wide range of

issues that directly affect the lives of individuals, particularly women, and their families, including education, access to water, equity, and reproductive health. People then begin to stand up for their rights and those of their communities. It is their empowerment that truly leads them to decide to prioritize the environment, good governance, and cultures of peace.”

5. Some might talk about leadership as charisma or great speaking, sway and swagger, or even 7 habits BUT it is about the courage, conviction, and commitment to bring about beneficial change and in the process of doing so being willing to tolerate the discomfort and the resistance and, at times, the anger it provokes.
7. What does leadership mean for our community particularly in light of the recent Pulse Study that studied the status of women and girls in Greater Cincinnati and of which Leading Women was a funder?
 - a. Pulse study-some results-urge you to read the full report available on line at pulsecincinnati.com
 - i. The good news is that women have high levels of educational attainment-the bad news-they are discouraged from entering math and science-and so lack the very skills necessary for high wage employment in advanced service and high tech economy
 - ii. The good news is that women participate in the labor force at higher rates than the national average. The bad news is that women in the region earn far less than male counterparts and their ratio of earnings is less than the national average. For African American women it is even worse. Ohio ranks 25th in terms of earnings ratio between men and women. A survey by the Cincinnati Enquirer in 2004 found that of the 72 million dollar executives 70 were men
 - iii. The good news is that area poverty rates are lower than the national average. The bad news is that poverty among female-headed households is more widespread in the region than the nation.
 - iv. The good news is that access to health care and health care insurance coverage is very high. The bad news is that infant mortality exceeds state averages and among African Americans it is twice the rate of whites.
 - v. Leadership is that in:
 1. Good news
 - a. Education significant advances-according to higher education directory 2004 21% of people who hold titles of president or academic VP are women. 3 of 10 presidents women with of course the largest university led by a woman-Nancy Zimpher. Women

continue to advance as school superintendents and principals in the region.

- b. Over 50% of the charitable foundations are led by women
- c. Bright spot- over 34,000 women owned businesses, but even then the report questions if the high numbers is a result of women encountering resistance in efforts to move up

2. Bad news

- a. The 2004 report On the Status of Women in the states gave Ohio and Kentucky D- on a composite index on the number of women holding elected office.
- b. Of the top 22 accounting firms only 2 women serve as managing partners and of the top 20 law firms only 75 of 638 partners are women.
- c. But in social service arena the trend is that the larger the service organizations budget the less likely the CEO will be a woman.

b. Pulse's Agenda for the future

- i. Close the Gap-reduce the disparities faced by women of color, women in poverty and women heading households on their own
- ii. Grow strong girls-increase opportunities for girls
- iii. Improve data quality-lack of gender specific data makes a full understanding both of challenges and effective interventions difficult.
- iv. Promote Women leaders with the "understanding that women in leadership can influence and leverage their positions to stimulate community improvement."

8. Does it make a difference for women to lead?

a. In politics-yes

- i. Issues that would not receive attention, but primarily effect women
- ii. Center for American Women in Politics –Rutgers-2003
 - 1. "women who enter public elective office bring new ideas, new priorities and a new way of thinking about the role of government in the lives of citizens. Women tend to act on issues of health, welfare, and human services, support city planning efforts."

b. In business-yes

- i. Peg's anecdote
- ii. But also in an age of globalization and in a world of differences, leadership that brings varied experiences, points of view, and perspective are absolutely essential to competitiveness and success

c. In our community

- i. The Pulse study looked at many issues, but among them were core questions regarding employment opportunities, earnings, impacts of education and health on women.
 - 1. A fundamental problem on a local, state or national level has been to marginalize these issues by making them “women’s issues.” And in so doing turn them into social issues and divorce them from the economy and markets
 - a. William Julius Wilson in ++++discusses how a disastrous early decision of the Great Men of the Great Society era was to divorce issues of poverty from the economy and in so doing doing marginalize the people and reinforce the Calvinist tradition of viewing poverty and lack of success as character flaws.
 - 2. What are some of the implications for women in Cincinnati-share just two
 - a. When economic planning occurs, such as recent studies of regional economic clusters, the relationship of women to the economy is ignored and using economic development as a tool to expand earnings potential for women and improve not just their lives but their families is not even on the table
 - b. When people talk of educational reform and also the issues of underdevelopment in some of our communities, the role of women’s education in transforming social and community structures is ignored. Cit the World Bank studies of the impact of educating women on a community’s economic development.
 - ii. If women were in leadership in business and government specifically in proportions that reflected their numbers in the population economic plans, strategic visioning outcomes, educational reform would look very different.
9. When I was Mayor- Get questions from some women who would ask me what I was doing about women issues
 - a. The city’s issues are women’s issues
 - b. The power of women leading is knowing that women’s issues are the community’s, the nation’s and the world’s issues