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”
justice /ˈdʒʌstɪs/ n

justice, equitableness, equitable
of a cause.

title; justness

3. the moral
unity to this
We Can Do It!
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.

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.

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 nominees are an average age of 64 or older.

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 nominees receive $125,000 or more.

The Oldest Director

Nortes M. Capital, an independent director at Sabre, is 95.

The Youngest Director

Nathan Sandrof, now 37, joined General Motors’ board in 2007.

52% of boards have no female directors.

10% of corporate directors are women.

84% of directors are independent.

8% of boards have 12 or fewer members.
“Everyone’s presence and participation must be valued.”

~ bell hooks
Social Change Model of Leadership Development

Relational Leadership Model

WHAT happened to femininity?

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

• A ZINE •
Relational Leadership Model

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
leadership

women

community

40th Anniversary

staff
equality

binary
development

empowerment

40th Anniversary

University

LGBT

Inclusion

Voice

University of Idaho

Athena

Wolf

Mentoring

Leadership

Programming

Vagina Monologues

Feminism

UIWomensCenter

createLunaFest

Social Justice

Connecting

Feminism

YinRadio

Resources

Blog

Equity

Power

Student Affairs

Student

Values

Memorial Gym

Programming

Idaho

Community

Parent

Student

Resources

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

- Anais Nin