

Dear campus colleagues,

Thank you for choosing to present the IEE “**Bulletin Board in a Bag**”: **Women’s History Month** in your area this **March!**

In this packet, and any attached documents, you will find everything you need to begin a great bulletin board.

### **How to use**

We’ve provided several flyer-sized pages of information, intended to get your board started; researching and adding additional information that would be of most interest to your particular residents (relevant communities in their home states/nations, campus/community activities that appeal to their majors and hobbies) can help expand the board and improve its impact.

For the most part, the Board is just print and post ready. If we had it available at the time of publication, we’ve also included or attached information about campus/community events observing this month, that you can post as well. If there aren’t any, you can check campus calendars such as the Diversity Portal ([www.du.edu/diversity](http://www.du.edu/diversity)) or IEE ([www.du.edu/studentlife/ie-education/](http://www.du.edu/studentlife/ie-education/)) for opportunities you can add to your Board. And, consider making attending one of these events a program for your floor!

### **Feedback**

To help us know where our boards have been, and how residents have responded to them, please email us ([igr@du.edu](mailto:igr@du.edu)) any/all of the following:

- Your name, hall and floor where the board is posted
- A photo or two of the board up on your floor
- A brief description of any reaction/feedback the board generated on your floor community,
- And any feedback you have about this board or ideas for other Inclusive Excellence-related identities/issues/observances we could provide for the future.

(And in the unfortunate event there’s any defacement or other negative reaction to the board, please follow your hall’s reporting procedures, and let us know.)

THANKS for sharing this important, and interesting, info with your residents!

Sincerely,

Inclusion and Equity Education

[www.du.edu/studentlife/ie-education/](http://www.du.edu/studentlife/ie-education/)

[facebook.com/IEedDU](https://facebook.com/IEedDU)

# NEVERTHELESS SHE PERSISTED

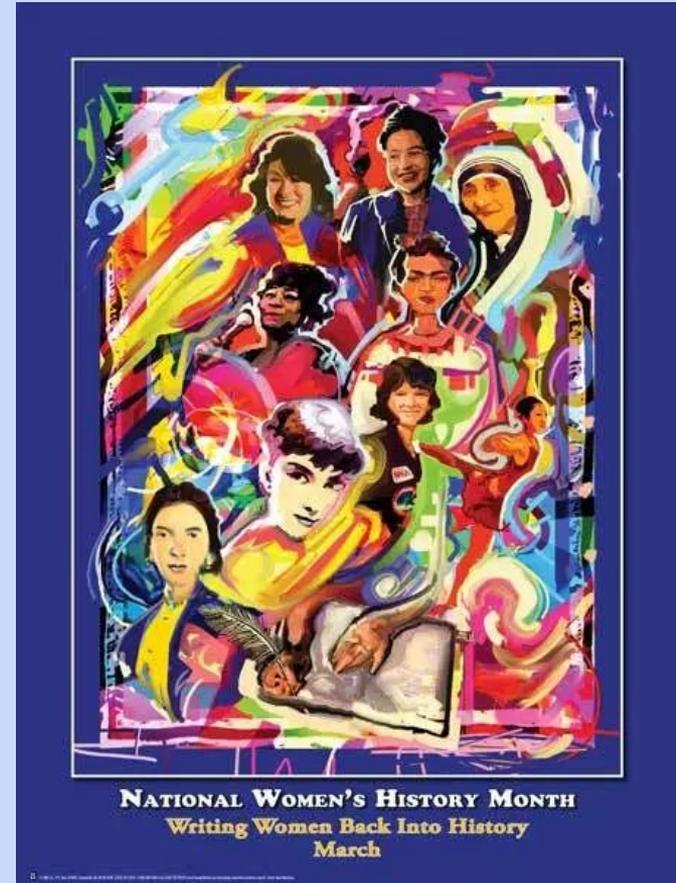


WOMEN'S HISTORY  
MONTH, 2019

# Women's History Month theme for 2019

## Visionary Women: Champion's of Peace and Nonviolence

- This year we honor women who have led efforts to end war, violence, and injustice and pioneered the use of nonviolence to change society. Many women have had to embrace the fact that the means determine the ends and so developed nonviolent methods to ensure just and peaceful results.
- For generations, women have resolved conflicts in their homes, schools, and communities. They have rejected violence as counterproductive and stressed the need to restore respect, establish justice, and reduce the causes of conflict as the surest way to peace.
- <http://www.nwhp.org/2019-theme-and-nomination/>



# How did Women's History Month start?

- Women's History Month had its origins as a national celebration in 1981 when Congress passed Pub. L. 97-28 which authorized and requested the President to proclaim the week beginning March 7, 1982 as "Women's History Week." Throughout the next five years, Congress continued to pass joint resolutions designating a week in March as "Women's History Week." In 1987 after being petitioned by the National Women's History Project, Congress passed Pub. L. 100-9 which designated the month of March 1987 as "Women's History Month." Between 1988 and 1994, Congress passed additional resolutions requesting and authorizing the President to proclaim March of each year as Women's History Month. Since 1995, Presidents Clinton, Bush and Obama have issued a series of annual proclamations during March.



<https://www.bustle.com/p/how-did-womens-history-month-start-these-unsung-female-activists-were-instrumental-8286155>

<http://www.infoplease.com/spot/womenstimeline3.html>

# Feminism as a key element in the movement toward a more equal society

What exactly is feminism?

- Feminism is a range of political movements, ideologies, and social movements that share a common goal: to define, establish, and achieve political, economic, personal, and social equality of all genders.

Why is feminism important?

- It is the fight against the patriarchy, a social system in which males hold primary power and predominate in roles of political leadership, moral authority, social privilege and control of property. This means that although feminism has fought for things like women's suffrage, the movement is so much more than that, and looks to fix the injustice that all genders and races experience due to the harmful social constructs that the patriarchy enforces.

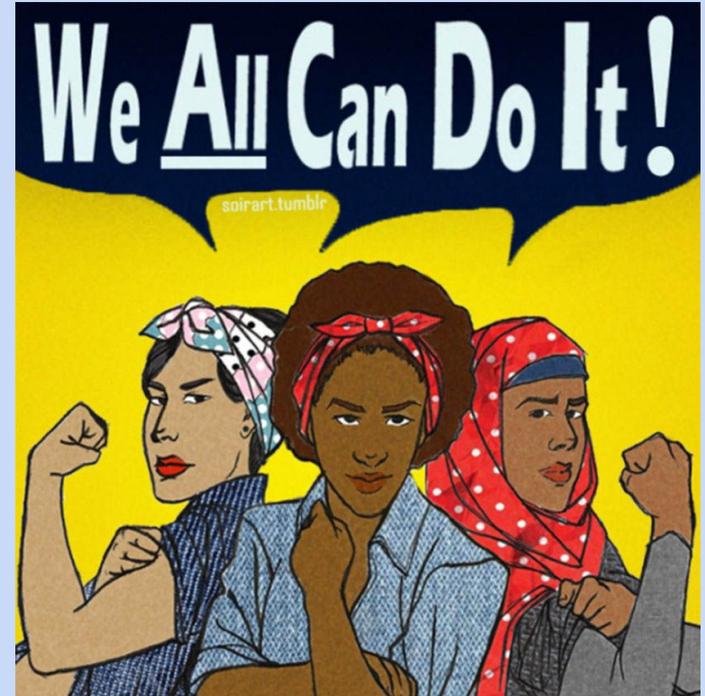


<https://spunout.ie/opinion/article/why-feminism-is-so-important-for-young-people>

<https://www.buzzfeed.com/regajha/college-students-explain-why-feminism-is-important-to-the>

# The dangers of unaware white feminism

- White feminism → a term used to describe feminist theories that focus on the struggles of white women without addressing distinct forms of oppression faced by ethnic minority women and women lacking other privileges.
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- This approach is dangerous because it lacks the essential component of intersectionality. We cannot forget the ways that suffragettes dismissed the voices of black women, sending them to the backs of their marches, only for black activists like Ida B. Wells and Anna Julia Cooper to make major moves while fighting for the vote in tandem with their fight for rights as black people—ultimately shifting the shape of this country. If there is not the intentional and action-based inclusion of women of color, then feminism is simply white supremacy in heels.



<https://www.harpersbazaar.com/culture/politics/a22717725/w-hat-is-toxic-white-feminism/>  
<http://www.blackgirldangerous.com/2015/09/how-can-white-women-include-women-color/>

# Trans women are women too!

- Intersectional feminism should include trans women as well as women of color. Trans rights are not a threat to feminism.
- Trans women and gender-nonconforming femmes have always been marginalized at best if not outright excluded from the American feminist movement. Even among cisgender women who don't believe that someone needs to be born with a vagina to be a woman, they continue to be seen not as potential leaders with unique knowledge, but either as victims or as tokens to include, as long as their opinions don't stray too far from the majority. Cisgender women who lead other women boldly are lauded; transgender women are accused of behaving like men, and those of them who are feminine but don't consider themselves women are commonly excluded altogether.

“TRANSPHOBIA  
IS *NO LONGER ACCEPTABLE*  
IN THE  
NAME  
OF **FEMINISM.**”  
— *AUTUMN SANDEEN*

- <https://www.them.us/story/weve-always-been-nasty>

# Being intentional with language

- Feminism is not just about white women's rights; it is about dismantling the patriarchy, which includes justice for marginalized groups like women of color, trans women, and toxic masculinity.
- It is important to not retaliate against the patriarchy with pictures of uteruses and vaginas because not all women have vaginas.
- Bringing attention to women's rights in terms of reproductive health is important, but it also generalizes in a way that does not include all women, because some individuals that identify with she/her/hers pronouns do not have these organs.



# What does it mean to “play like a girl”?

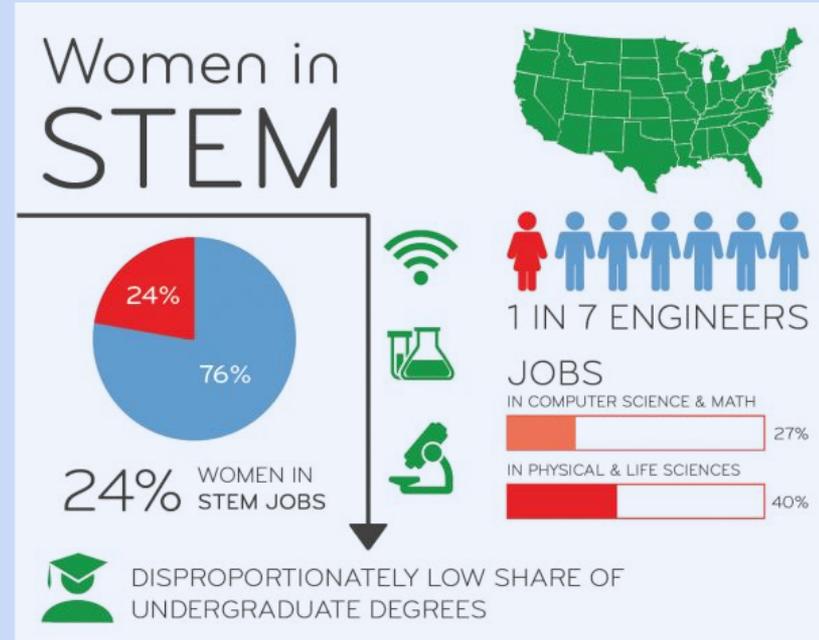
- For many people, “playing like a girl” (and much nastier variations) means being bad. Being too slow. Being clumsy. Being too weak. Striking out. Dropping a catch. Missing a tackle. Missing a shot. Getting crossed up.
- It’s everything you don’t want to be. If you “play like a girl” as a boy, it’s time to go home. It’s time to stop playing sports, because girls shouldn’t play sports.
- Conversely, “playing like a boy” is used to put down girls who are exceptionally good, to ostracize and discourage them from further pursuing their talent.
- This gendered language shapes how people view the world and, if not challenged, seeps into future generations.



<https://www.globalcitizen.org/en/content/playing-like-a-girl-means-being-the-best/>  
<http://pstol.com/president-obama-girls-are-badass-preach/>

# Underrepresented women in STEM

- Stereotype threat arises in situations where a negative stereotype is relevant to evaluating performance. A female student taking a math test experiences an extra cognitive and emotional burden of worry related to the stereotype that women are not good at math. A reference to this stereotype, even one as subtle as taking the test in a room of mostly men, can adversely affect her test performance. When the burden is removed, however, her performance will improve. Stereotype threat is one compelling explanation for why women remain underrepresented in STEM fields.
- How do we eliminate this stereotype threat?
  - By eliminating the stereotype. If we teach young girls that they can excel in math as much as we tell their male counterparts, they would not have this burden hovering over them when they try to perform in STEM subjects.



<https://www.aauw.org/research/why-so-few/>

<http://www.3plearning.com/stemusa/women-in-stem/>

# Ways to fight back

- Push for a culture of excellence to hold men/boys accountable for their language and actions where all people can make positive influences on the world. This means countering the “boys will be boys” idea.
- Advocate for a definition of consent based on “Yes” rather than “No.”
- Hold the media accountable. Whether this is for male-dominated journalism/movies, or for victim-blaming in cases involving sexual violence, we have to stop the media’s focus on dominant culture and instead reflect its viewers with all types of relationships and backgrounds



# How can I get involved in the DU community?

**Women's Leadership Council (WLC)** The Women's Leadership Council includes women serving on the Dean's Council, in the Provost's Office and in executive roles at the University of Denver.

**Women's Alliance for Networking and Development (WAND)** WAND is an organization committed to helping staff women at the University of Denver achieve their highest potential as employees by means of advocacy, education, development and leadership. WAND provides a safe forum for communicating concerns and ideas while maintaining the maximum level of support for the University mission.

For more information on all of these groups:

[www.du.edu/duwomen](http://www.du.edu/duwomen)

**Association of Sisters in Higher Education (ASHE)** The mission of the ASHE is to support, empower, and mentor Black women at the University of Denver by honoring who we are through cultural fellowship, enrichment, and an exchange of ideas. The group is not exclusive to black women; therefore we value and welcome all women faculty and staff at the University of Denver. However, the core focus of group discussions, activities, and initiatives will be issues that are germane to black women.

**Graduate Women's Council (GWC)** The Graduate Women's Council fosters connections across departments through discussions of issues of importance to graduate women.

**Undergraduate Women's Council (UWC)** The Undergraduate Women's Council provides a medium for discussion and support in areas that affect DU undergraduate women.

**Faculty Women's Association (FWA)** The FWA extends members to all faculty, tenured, tenure-track, non-tenure track and adjunct.

