Welcome back into the March 2020 Issue of Mentoring & Coaching Monthly. In March, we celebrate International Women’s Month not for the sake of being women, but for the fight towards equal rights that ended women’s suffrage and was ignited by one woman: Theresa Maikiel.

This issue contains an overview of the history behind International Women’s Day and Month, explains Maikiel’s drive to change the way women were treated, why this holiday is celebrated in March, and showcases Theresa’s predecessors continuing the fight towards women’s rights.

This issue also addresses women as mentors and explains the problem that still haunts our society in matters of gender equality. Not enough women are filling executive offices, although they conform half the workforce in the business world.

Happy International Women’s Month! Remember that a strong society only gets its strength if all its members, men, and women, are counted.

“The story of women’s struggle for equality belongs to no single feminist nor to any one organization but to the collective efforts of all who care about human rights.”

- Gloria Steinem
Welcome back to Mentoring & Coaching Monthly! and Happy International Women's Month. March hosts the celebration of how the women's suffrage movement started. A purse of equality that came with many challenges but with a strong impact in the future generations that followed the path, and have accomplished a series of changes to our society such as the right to vote, equal pay among others.

This path was started by an immigrant woman from Russia, Theresa Malkiel. Her ambition and commitment to seek change towards women started this celebration that the United States and many countries in Europe have acquired as holiday overtime.

This issue will dive into the story of Theresa Malkiel and her motive that changed forever the way society viewed women. We will also cover the series of women ambassadors that have followed her direction and keep fighting towards gender equality such as Angela Davis, and Susan B. Anthony. Lastly, this issue will go deeper into the benefits of mentoring women for executive offices, that are still dominated by men even though women are half the workforce.

Thank you for taking the time to read our March 2020 Newsletter, we'll return next month, with more relevant news and happenings in the world of mentoring. We hope you have an amazing International Women’s Month, commemorating the fight for equal rights that have brought women to where they are today. Use this time to acknowledge that we are humans, we are differently the same, but those differences should not be negative traits.
Women's Suffrage Movement

THE WOMEN BEHIND INTERNATIONAL WOMEN’S DAY AND INTERNATIONAL WOMEN'S MONTH

Theresa Malkiel was a Russian immigrant who fought for women’s suffrage movement and started the International Women’s Day celebrated on March 8th. Her work and contributions in the United States to the Women’s Infant Cloak Makers’ Union, Socialist Trades, and Labor Alliance, and the Socialist Party of America served as encouragement for many women to also speak their minds.

Malkiel ambitioned more outcomes from these unions towards gender equality. She decided to start her movement of socialist women where she became part of the committee and leader of the group that supported the Shirtwaist Strike in New York in 1909.

Her movement shaped what came to be an international celebration that has expanded to other parts of the world.

WOMEN’S MONTH

California was the first state to celebrate international women’s month that back in 1978, was a weekly holiday. In 1981, representative Barbara Mikulski proposed a bill to celebrate women’s history during the week of March 8th to correspond with International Women’s Day. Years later, Congress declared March as Women’s History Month and has been proclaimed by the president every year since 1995.

Now, every year a theme is addressed to the celebration. This year 2020, the theme is “Valiant Women of the Vote,” honoring “the brave women who fought to win suffrage rights for women, and for the women who continue to fight for the voting rights of others.” (The National Women’s’ History Alliance).

Since then, many mobilizations have arisen to keep fighting for women’s rights such as the #MeToo movement started in 2006, aiming to seek justice towards sexual assault and sexual harassment.

Sources:

- time.com/5117268/international-womens-day-history/
- womenshistory.org/womens-history/womens-history-month
- thepolicytimes.com/theresa-malkiel-the-woman-behind-international-womens-day/

"Come sisters, let us shake off our fetters; let us rise and assert our rights. It is time! The bulge call sounds louder and louder; my toiling sisters of the world, arise!"

-Theresa Malkiel

Retrieve from: Wikipedia.com

Retrieve from: washingtonpost.com
Susan B Anthony

Susan B. Anthony was a teacher in New York, and when she joined the teacher’s union she became aware of the unfairness of male teachers earning $10.00 while females earned $2.50. In 1848, Anthony attended the Rochester Woman’s Rights Convention where she learned the discrimination women faced just because of her gender. However, it was until Susan met Elizabeth Cady Stanton, and attended Lucy Stone’s speech at the 1852 Syracuse Convention that her interest in women’s rights started.

Later, Anthony joined the movement and participated in many mobilizations; she became a member of the committee of the National Women’s Rights Convention and became an agent for the American Anti-Slavery Society. In 1868, Anthony and Stanton, founded the American Equal Rights Association (AERA) and helped form the National Woman Suffrage Association.

After the congress gave the right to vote to African American Men, Anthony and Stanton were angry and opposed to the legislature for not giving the right to women. To express their disagreement, they formed the National Woman Suffrage Association and started several protests to encourage congress to create an amendment that granted women the right to vote. Susan Anthony worked the rest of her years fighting for this cause and died 14 years before women were given the right to vote in 1920.

“The true republic: men, their rights, and nothing more; women, their rights, and nothing less.”

Angela Davis

Angela Davis was the pivotal piece in the Civil Rights movement and a key leader in the Black Power movement. She was a political activist that advocated for gender equality, prison reform besides civil rights.

Davis grew up in an African American community surrounded by the acts of the Ku Klux Klan, which woke up her drive to fight for equal rights. Nevertheless, her ways were not always well viewed, and she was fired during her job at the University of California due to her involvement in the communist party.

Likewise, Angela’s support with three inmates in Soledad Prison led her to be the most wanted criminal for suspected conspiracy with their attempted escape that left many killed. However, in 1972, she was acquitted from the charges.

Today, Davis keeps fighting for prison reforms, education for the poor, and gender equality as a member of the executive board of the Women of Color Resource Center.

“I am no longer accepting the things I cannot change.. I’m changing the things I cannot accept.”
Women as Mentors’ premise is to understand how mentoring in women, either, as mentors or mentees, can impact their potential in the business, and their likelihood of moving up to executive offices. Although there has been a constant increment of women in the workforce since more than 30 years ago, there is no proportional increment in the number of women working at the top of the industries. Very few such as Oprah Winfrey, Hilary Rodham Clinton, Meg Whitman, and Indra Nooyi have managed their way to executive positions despite the trend.

This study wonders into some of the factors that affect women in escalating up the latter to leadership; the role of mentoring has been one of these key factors leading to career success. Women, whether they are being mentored or are mentors themselves, can have better outcomes if they use this tool as a guide to growing to the level they need and enter the male-dominated section of the business world.

Besides, and unlike what the majority may think, women do not stop other women from succeeding, they are rather each other step stone to become better, and see a benefit from mentoring them. However, many women don't seek the help of mentors.

This informative article provides statistics and data collected from Interviews to 318 businesswomen from 19 different countries and 30 different industries. It provides examples of real women and the insights of how mentoring is the weapon women need to be part of the decision making positions of the industry.