



EMBRACE: MARCH FACILITATOR GUIDE

DESCRIPTION

Welcome! For the month of March, we celebrate Women's History Month. We believe that the contributions and achievements of women should be celebrated 365 days a year. We also acknowledge that we cannot cover and celebrate every contribution to history, culture and society women have made in one program. As an organization, our goal is to highlight and celebrate diverse cultures, identities, and lived experiences. We want to learn to be better allies, as well as begin to have meaningful and impactful conversations surrounding diversity, equity, inclusion, and belonging. The purpose of the EMBRACE program is to facilitate dialogue and opportunities for learning. We will continue to answer why this is important for AEPHIS sisters to discuss race, identity, and implicit and explicit bias.

Throughout each facilitator guide, you will find guided conversations and links to other resources you may use with members. This programming is meant to be open to all members of Alpha Epsilon Phi. These resources will allow your chapter to have open and honest conversations, while continuing to build upon the trust shared between you. We encourage you to share these resources with the entire chapter so that others may also participate, if interested. The purpose of the activities included in our monthly programming are to reinforce the information covered while engaging in an activity that allows for open communication, reinforcement of the educational materials, and an opportunity to work with your sisters.

You do not need to complete the entire facilitator guide. Please use this as a resource as you identify what conversations, topics and activities are valuable and will be engaging for your chapter. This facilitator guide can be done in full, it can be broken up over the month, or you can use portions of the guide to host mini sessions prior to, or following, a chapter meeting. Make these resources work for your chapter.

This programming can be modified for virtual or in person programming, depending on the needs of your campus. Please partner with your programming specialist if you need help identifying ways to move these conversations online.

If you have any questions or concerns, please reach out to your programming specialist. They will be able to provide additional assistance and answer your questions.

We encourage you to engage with one another in honest dialogue, enriching your sisterhood, while continually exemplifying the high ideals and moral character that makes you uniquely members of Alpha Epsilon Phi.

LEARNING OBJECTIVES

Participants will...

- Have an understanding of Women's History Month.
- Acknowledge the importance, relevance, and origins of Women's History Month.
- Honor and celebrate the histories, stories, and voices of women from multiple identities.
- Have an understanding how Women's History Month allows us to honor the contributions and

sacrifices of women who have helped shape our nation.

- Review the beginning of Women's Fraternities and Sororities.
- Learn about the Gender Wage Gap.

RESOURCES

- **Land Acknowledgement**
 - [A Guide To Indigenous Land Acknowledgement](#)
- **Women's History Month: Introduction**
 - [Women's History Month 2022](#)
 - [International Women's Day 2022: "Gender equality today for a sustainable tomorrow"](#)
 - [A Proclamation on Women's History Month, 2022](#)
 - [Happy Women's History Month! Learn More About Its Backstory and Celebration](#)
- **Women's History Milestones: A Timeline**
 - [Know Your IX](#)
 - [Women's History Milestones: A Timeline](#)
- **The Purpose of Sorority**
 - [The True History Behind Neighbors 2: How American Sororities Got Their Start](#)
 - [Women's Suffrage and Sororities](#)
- **Notable Women Throughout History**
 - [Twelve Asian American and Pacific Islander Women to Know](#)
 - [Twelve Women to Know for National Native American Heritage Month](#)
 - [Ten Jewish Women From History You Should've Learned About in School](#)
 - [Wisconsin Women Making History](#)
 - [Ruth Bader Ginsburg](#)
 - [These 5 Black women made history - and here's why you should know their stories](#)
 - [The Many Lives of Pauli Murray](#)
 - [Honoring LGBTQ Leaders for Women's History Month](#)
- **Gender Wage Gap**
 - [Quick Facts About the Gender Wage Gap](#)
 - [Gender pay gap in U.S. held steady in 2020](#)
 - [United States Census - Women's History Month: March 2022](#)
- **Ted Talks**
 - [TEDWomen 2016: The Urgency of Intersectionality](#)
 - [TEDxEuston: We should all be feminists](#)
 - [TEDWomen 2019: How women will lead us to freedom, justice and peace](#)
 - [TEDGlobal 2013: Can we all "have it all"?](#)
- **Chapter Activities**
 - [Empowered by Women's History](#)
 - [The University of Alabama: Women's History Month](#)
 - [University of Oregon: Women's History Month \(ideas for events from 2017-2022\)](#)
 - [40+ Ideas to Celebrate Women's History Month at Work](#)
 - [The Ms. Guide to Celebrating Women's History Month 2022 \(this article will continue to be updated with new events throughout the entire month of March\)](#)
 - [President's Proclamation on Women's History Month, 2022](#)
 - [What to Watch ? Women's History Month 2022](#)
 - [Discover Unprecedented Women and their Unparalleled Achievements](#)
 - [On The Basis of Sex Discussion Questions](#)
 - [How to Celebrate Women's History Month: 17 Ideas & Activities to Show Gratitude for Historic Women](#)

ADDITIONAL RESOURCES

- [U.S. Census Bureau Releases Key Stats in Honor of Women's History Month](#)
- [Clever Girl Finance: mission driven financial empowerment platform aimed at providing women with the right products and services as well as financial guidance](#)
- [American Women: A Guide to Women's History Resources at the Library of Congress](#)
- [These 25 Influential Women Will Inspire You To Crush Your Goals](#)
- [International Day of Women and Girls in Science 2022: Theme, History and Significance](#)
- [Susan B. Anthony](#)
- [Sojourner Truth](#)

PREPARATION

- Schedule a time to hold March programming.
- Read through the facilitator guide in advance.
- Select one of the TED Talks provided in the facilitator guide and create questions to facilitate conversation and dialogue following viewing the TED Talk you chose.
- Review Chapter Activities: Select a few to do with the chapter.
- Send an agenda to the members prior to the program letting them know what you are going to cover.
- Share the additional resources provided in this guide with chapter members to continue their learning outside of EMBRACE.

FACILITATORS

- Any of the following officers/chairs can facilitate this programming:
 - VP-Programming
 - DEI Chair
 - Jewish Heritage Chair
 - Additional officers or chapter members – provide opportunities to keep members engaged

HOW TO USE THIS FACILITATOR GUIDE

- Text formatted in standard font is identified as a “talking point” and is intended to be read aloud by the facilitator.
- Text formatted in *italics* is intended as a note for the facilitator; italicized text is not meant to be read aloud.
- Text formatted in **bold** denotes a series of questions to engage participants in a dialogue.

FACILITATOR TALKING POINTS

- *The purpose of this section is to give you reminders to make your EMBRACE meetings cohesive and to ensure that members are connecting with one another. Some members may be further along in their understanding of Diversity, Equity, Inclusion and Belonging work; others may not be as comfortable to share. Remind everyone that this is a safe space and encourage everyone to participate openly and honestly. Below are some questions to ask.*
- Welcome everyone!
- Check in on how each member is doing – this programming is designed to provide a safe space for discussion.
- Encourage members to continue DEI&B conversations outside of structured EMBRACE programming.
- *Make sure to leave time at the end of the meeting to allow for members to ask any questions.*

LAND ACKNOWLEDGEMENT

FACILITATOR TALKING POINTS

- *Before you begin your session, review the land acknowledgement statement your chapter created. If you need additional tips for creating an indigenous land acknowledgement statement you can review those [here](#).*
 - In November 2021, we created a land acknowledgment statement, before each EMBRACE session we will read it to acknowledge the land we have the privilege to live, study, and meet on today.
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WOMEN'S HISTORY MONTH: INTRODUCTION

FACILITATOR TALKING POINTS

- **Who can explain why we celebrate Women's History Month?**
 - *Allow chapter members to respond. There is no one "right" answer.*
- Women's History Month is a celebration of women's contributions to history, culture and society and has been observed in the month of March in the United States since 1987. We use this month to reflect on the often-overlooked contributions of women to United States history.
- From Abigail Adams to Susan B. Anthony to Sojourner Truth to Rosa Parks, the timeline of women's history milestones stretch back to the founding of the United States.
- **Why did Women's History Month begin?**
 - *Allow chapter members to respond.*
- National Women's History Month traces its roots to March 8, 1857, when women from various New York City factories staged a protest over poor working conditions.
- **When did Women's History Month begin?**
 - *Allow chapter members to respond.*
- The first Women's Day celebration in the United States was in 1909, also in New York City. The first week-long celebration took place in 1978, a weeklong celebration of women's contributions to culture, history and society organized by the school district of Sonoma, California.
- It would take more than seven decades (1981) after the first Women's Day in 1909, for Congress to establish National Women's History Week. In 1987, Congress expanded the week to a month and every year since has passed a resolution (and the [President has issued a proclamation](#)) designating March Women's History Month.
- **Why do we celebrate Women's History Month?**
 - *Allow chapter members to respond.*
- The goal is to highlight the achievements and contributions made by a variety of women in a variety of fields: filmmakers, artists, engineers, and pioneers of all kinds.
- **How can we celebrate Women's History Month on our own?**
 - *Allow chapter members to respond.*
- Some ways to celebrate Women's History Month are:
 - Buying from, and supporting, women-owned businesses
 - Support (and play/watch) women-led and made films and songs
 - Share what you've learned about women's history online (use hashtags like #ChooseToChallenge or #IWD2022)
 - Read and buy books from female writers
- **What is International Women's Day?**
 - *Allow chapter members to respond.*
- International Women's Day is a global celebration of the economic, political and social achievements of women. The first International Women's Day took place on March 8, 1911.
- Many countries around the world celebrate the holiday with demonstrations, educational initiatives and customs such as presenting women with gifts and flowers.
- The United Nations began sponsoring International Women's Day in 1975 and has continued to adopt a [resolution in observance of International Women's Day](#). The United Nations General Assembly cited

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| | <p>the following reasons: “To recognize the fact that securing peace and social progress and the full enjoyment of human rights and fundamental freedoms require the active participation, equality and development of women; and to acknowledge the contribution of women to the strengthening of international peace and security.”</p> |
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WOMEN’S HISTORY MONTH MILESTONE: A TIMELINE

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| <p>FACILITATOR TALKING POINTS</p> | <ul style="list-style-type: none"> ● Did you know that the youngest American astronaut to have traveled to space was a woman (Sally Ride)? Or that Hedy Lamarr, deemed the most beautiful in the world, was also the inventor of the precursor to Wi-Fi? ● Women’s History Month has been observed annually in the U.S. since 1987. When we think of female role models, people tend to think of contemporary history to find women leaders. ● In reality, women have always played significant roles in all aspects of society - they just do not often get the recognition they deserve. ● Women’s history is full of trailblazers in the fight for equality in the United States. From Abigail Adams imploring her husband to “remember the ladies” when envisioning a government for the American colonies, to suffragists like Susan B. Anthony and Elizabeth Cady Staton fighting for the women’s right to vote, to the rise of feminism and Hilary Clinton becoming the first female nominee for president by a major polical party, to our very own first female Vice President of the United States, Kamala Harris. ● While some glass ceiling have been shattered, like Title IX of the Education Amendments of 1972: No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving federal financial assistance. ● <i>Separate the chapter into smaller groups and <u>assign out a key moment in history</u> and do not give them the date of the event or moment. Have them create a poster or visual to discuss the event and why it was impactful in making change. Without having the groups say the year, ask them to get in order of the timeline in which they believe the events happened. Once they have finished, have them each share out the event. Once everyone has shared, reveal the correct timeline of events.</i> |
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THE PURPOSE OF SORORITY

**FACILITATOR
TALKING POINTS**

- **Who can share why women’s fraternities and sororities were founded?**
 - *Allow for chapter members to share.*
 - **Who knows why fraternities came before sororities?**
 - *Allow for chapter members to share.*
 - Early fraternities were often shrouded in secrecy. However, the reason why they pre-date women’s fraternities and sororities is no secret.
 - Without women in college, there could be no college groups dedicated just for them.
 - In 1870 - nearly 40 years after Oberlin became the nation’s first co-educational college - there were about five times as many men in American colleges and universities than there were women, and most schools did not allow women to attend.
 - When you look at the 26 National Panhellenic Conference member groups you will see that they all were founded within a couple of decades.
 - **What was happening then, that so many of women’s fraternities and sororities were beginning to be founded?**
 - *Allow for chapter members to respond. Look for women were beginning to attend college. They wanted a place to belong. They wanted to be around other women who shared their views and experiences.*
 - Following the Civil War, there were enough women at some schools that they too wanted to start clubs. When a woman chose to pursue higher education at that time they were often “isolated and denigrated” even at institutions that did choose to allow women to attend.
 - Peers and professors tended to see their academic capabilities as inferior, and just because the school was co-ed, did not mean this extended to social clubs.
 - In one study, it was found that at a co-ed institution you would find a ratio of 8:1 of clubs designed for men rather than women.
 - Women were on a mission to not only prove that they could attend and succeed in institutions of higher education, but they needed support from one another, academically and socially.
 - **How does this resonate to you when you think of why AEPHI was founded?**
 - *Allow for chapter members to respond.*
 - As the number of sororities multiplied at the turn of the century, with more women enrolled in universities the interest to join also increased.
 - The first few women’s fraternities and sororities were exclusive to white Christian women.
 - As more women enrolled, diversity among college students expanded beyond co-education to include race and religion, and with exclusionary practices still in place we began to see sororities like Alpha Epsilon Phi, Sigma Delta Tau, Theta Phi Alpha, Alpha Kappa Alpha Sorority, Inc. form to provide a space for women of different races and religions to have that same support that women needed as institutions began to welcome all women to campus.
 - When you look back to those women who first attended college and helped create space for women on campus, you will see women who were pivotal in the civil rights movement and women’s suffrage movement.
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NOTABLE WOMEN IN HISTORY

FACILITATOR TALKING POINTS

- Women do not always get the credit or recognition they deserve. They have paved the way for so many other women as authors, activists, entertainers, business people, scientists, and so much more.
- Every day women make history, changing the course of the world. While we celebrate Women's History Month we know that we cannot capture and pay homage to every incredible woman who has been the change agent for society.
- **Take five minutes to think about a woman, could be a friend, family member, a woman on T.V., a poet, an author, a fictional character. Once you have this woman in your mind, I want you to think of 5 characteristics that made this woman stand out to you. How have they been influential in your life or the way you think?**
- *Ask chapter members to share the characteristics of the women they thought of. Write them on the board. Remind the chapter that each of them has the power to make an impact on someone's life. They, too, are the reason we celebrate Women's History Month.*
- Together we are going to discuss some of the incredible women and their stories.
- **When you are asked to name a notable woman during Women's History Month, specifically the women's suffrage movement, who do you think of?**
 - *Allow for chapter members to share. You may hear Harriet Tubman, Susan B. Anthony, Sojourner Truth, Rosa Parks, Elizabeth Cady Stanton.*
- Many times we hear the same names during Women's History Month, they seem to circulate on a regular rotation when we think of the work, sacrifices, and dedication these women put in to change laws and bring about a more just and equitable society. While these women are important and we should continue to talk about the remarkable things they have accomplished, we want to take the opportunity to learn about women you may not have heard about in the classroom. It may make you wonder who else has been left outside of the history books? What can we learn from their stories?
- **This is but a snippet of the list of incredible women we can talk about today. Please raise your hand to share other women and their stories you want us to share today.**
 - *Offer the chapter the list of resources on this guide to learn more.*
 - **Patsy Mink:** In 1964, Patsy Mink became the first woman of color elected to the U.S. House of Representatives. Patsy is a Asian American whose political career spanned decades (1964-1977; 1990-2002) She was a key author for Title IX, a law that advanced gender equity within federal funding policies for education. This law was later renamed the Patsy T. Mink Equal Opportunity in Education Act in her honor.

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- **Chien-Shiung Wu:** Wu was a leader in experimental physics. She immigrated from China in 1936 to earn a PhD at the University of California, Berkeley. Anti-Asian prejudice in California made it difficult for her to find west coast work, but Wu secured positions at several universities on the east coast. Along with her team, they confirmed the theory of subatomic particle behavior known as “weak interaction.”
 - **Dr. Susan La Flesche Picotte:** Susan La Flesch Picotte (Omaha Tribe) broke barriers as a woman doctor in the 19th century. She was born and raised on Nebraska’s Omaha reservation. At age 14, she left home to continue her schooling. She attended the Elizabeth Institute in New Jersey and later the Hampton Normal and Agricultural Institute in Virginia (now Hampton University) before continuing her education at the Woman’s Medical College of Pennsylvania. She graduated a year early, first in her class. At age 24, she returned home and became the only doctor for more than 1,200 people across more than 400 miles. She traveled on horseback and later by buggy to make house calls.
 - **Suzan Shown Harjo:** In 2014, Suzan Shown Harjo (Hodulgee Muscogee/Southern Cheyenne) received the Presidential Medal of Freedom for her work as an activist, poet, and journalist, where she has fought for Native American sovereignty rights for more than 40 years. She has focused on protecting sacred sites, religious freedom, treaty rights, removing Native American mascots, and language revitalization. She served as a special assistant for Indian legislation in President Carter’s administration.
 - **Ruth Bader Ginsburg:** RBG was the first Jewish woman to become a Supreme Court Justice (and only the second woman ever after Sandra Day O’Connor). She was a member of Alpha Epsilon Phi, where she joined during her undergraduate career at Cornell University, and served as chapter president. She spent most of her legal career as an advocate for gender equality and women’s rights. She has inspired generations of women to break gender barriers.
 - **Golda Meir:** Golda Meir was born in Kyiv in Ukraine. She and her family fled Jewish persecution and immigrated to Milwaukee in 1906. She graduated at the top of her class from Fourth Street School in 1912, and eventually became a teacher at a Folk-Schule (Folk School) where she taught Yiddish. She was active in the Zionist community in Milwaukee before moving with her husband to British-controlled Palestine in 1921. In 1948, Meir participated in the signing of the Israeli Declaration of Independence. On March 17, 1969 she was elected prime minister of Israel, after serving as labor minister and foreign minister. She is the world’s fourth, and Israel’s only, woman to
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hold the office of prime minister, and the first in any country in the Middle East.

- **Isabel de Olvera:** Isabel was born in the late 1500s to an African father and Indian mother. As a young, unmarried, free mixed-race woman in 1600, she sought permission and protection from the mayor of Querétaro to join an upcoming expedition to New Spain (present-day New Mexico, Arizona and Florida). As a free woman, she needed a letter from the mayor to protect her from being declared by men as property because she was black. Her experience as a free woman in the 1600s challenges the narrative that the Black experience in America began only when Africans were forcibly brought to this country and enslaved. When in fact white men were already claiming Black people as property long before the slave trade began. Her journey is one of the earliest recorded instances of Black people fighting for liberty in North America, an act of resistance that repeated throughout history.
 - **Pauli Murray:** Pauli is most well known as a remarkable civil rights and women's rights advocate, who contributed immensely to the dismantling of segregation and discrimination. Pauli pioneered a vision for a society that values diversity and rallies around our common human virtues. In 1965, Pauli became the first African-American to receive a JSD degree from Yale Law School and went on to challenge the legal foundations of racial discrimination. Her works were later used by Ruth Bader Ginsberg to challenge sex discrimination.
 - **Marsha P. Johnson:** Marsha was an outspoken gay liberation activist and self-identified drag queen. Along with her close friend Sylvia Rivera, she was one of the key people involved in the 1969 Stonewall uprising. She co-founded Street Transvestites Action Revolutionaries (S.T.A.R.), where she founded STAR housing, a shelter for gender-nonconforming and transgender youth. Learn more about her story in the documentary "The Death and Life of Marsha P. Johnson."
 - **Tammy Baldwin:** She is the first openly gay person to be elected to both chambers of Congress. She has been an advocate from LGBTQ+ rights, access to healthcare and student debt relief. She introduced the Ending LGBT Health Disparities Act which sought to fund research and cultural competence for LGBTQ healthcare. She is currently supporting the Equality Act, which would close many gaps in nondiscrimination protections for LGBTQ individuals, women, people of color, and people of minority faiths.
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GENDER WAGE GAP

FACILITATOR TALKING POINTS

- **How many of you are familiar with the Gender Pay Gap?**
 - *Allow for members to raise their hands.*
- **Who can tell me what the Gender Pay Gap is?**
 - *Allow for a member or two to define the gender pay gap.*
- The Gender Pay Gap measures the difference in median hourly earnings between men and women who work full or part time in the U.S.
- The Gender Pay Gap has remained relatively stable in the United States over the past 15 years.
- In 2020, women earned 94% of what men earned according to a Pew Research Center analysis of median hourly earnings of both full and part time workers.
- **Based on that estimate, how many more days of work would a woman need to work to earn what men did in 2020?**
 - *Allow for chapter members to answer.*
- A woman would need to work an extra 42 days to earn what men did in 2020.
- The wage gap is smaller for workers between the ages of 25-34 than for all workers 16 and older.
- Women who are between 25-34 earned 93 cents for every dollar a man earned in that same age group on average, roughly 7 cents less than their male counterparts.
- Compared to 1980, where women earned 33 cents less than their male counterparts.
- **What are some reasons you think the Gender Pay Gap still exists?**
 - *Allow for chapter members to respond.*
- The Gender Pay gap is even more significant for women of color. In 2018, for example, white women earned \$0.79, Black women earned \$0.62, Hispanic or Latino women earned \$0.54, Asian women earned \$0.90, and American Indian and Alaska Native earned \$0.57 to the \$1.00 earned by a white man.
- **Why do you think the Gender Pay Gap varies based on race?**
 - *Allow for chapter members to respond*
- These are just a few examples of the Gender Pay Gap, those living with intersectional identities and realities - such as transgender women and immigrant women - also experience the compounding negative affects of multiple biases on their earnings.
- **What other biases may impact the Gender Pay Gap?**
 - *Allow chapter members to respond*
- When you compare the wage gap to cents to a dollar it may not seem that consequential. This may obscure the real impact on working women and their families.
- For context, a woman working full time, year round earned \$10,194 less than her male counterpart on average. If the wage gap were to remain unchanged, she would earn about \$407,760 less than a man over the course of a career. These earning gaps are even larger for most women of color.

TED TALKS

FACILITATOR TALKING POINTS

- *Below are insightful talks that offer fresh, thoughtful perspectives on women's lived experiences. To further your education we encourage you to select one of the many TED Talks that are available that address various topics about Women's History Month. Below are a few to consider watching as a chapter.*
- [TEDWomen 2016: The Urgency of Intersectionality](#)
- [TEDxEuston: We should all be feminists](#)
- [TEDWomen 2019: How women will lead us to freedom, justice and peace](#)
- [TEDGlobal 2013: Can we all "have it all"?](#)

CONCLUSION

FACILITATOR TALKING POINTS

- Women's History Month is a time for us to celebrate all that encompasses what it means to be a woman. Our identities as women are shaped by many different things, including race, ethnic origins and sexual orientation. For many of us, we do not only identify as female. We may also identify as daughters, siblings, partners, caregivers, friends and influencers in our communities - just to name a few.
- The multitude of layers is what makes each of our experiences uniquely us.
- This Women's History Month, as we reflect on the achievements of women and girls across the centuries and pay tribute to the pioneers who paved the way, let us recommit to the fight and help realize a more equal society where every person has the same opportunities and privileges.

CHAPTER ACTIVITIES

FACILITATOR TALKING POINTS

- *Take a look at what your university is doing to celebrate Women's History Month. Encourage your members to attend one of the programs specific to your university. Below are some activities that other universities are doing that are open to the public or to find ideas to host on your campus.*
 - [Seton Hall: Empowered by Women's History](#)
 - [The University of Alabama: Women's History Month](#)
 - [University of Oregon: Women's History Month \(ideas for events from 2017-2022\)](#)
 - *Utilizing the activities lists below - choose a few different activities to do as a chapter. You can break the chapter into smaller groups or do the activities as a whole. These activities are intended to give you some ideas to help the chapter celebrate and appreciate women's history.*
 - [40+ Ideas to Celebrate Women's History](#)
 - [The Ms. Guide to Celebrating Women's History Month 2022 \(this article will continue to be updated with new events throughout the entire month of March\)](#)
 - [How to Celebrate Women's History Month: 17 Ideas & Activities to Show Gratitude for Historic Women](#)
 - *Celebrate Women's History Month this year by exploring pivotal points in American history and learning more about women who fought for progress. [Watch films provided by PBS on a range of topics](#); from the influence of Haudenosaunee matriarchs on early suffragists to a woman's experience of war.*
 - *Read the [President's Proclamation](#) on Women's History Month to the chapter.*
 - *Break the chapter into small groups to read about [different trailblazers](#) and share one fun fact with the larger group.*
 - *As a chapter, watch "On the Basis of Sex," which is an American biographical legal drama film based on the life and early cases of Supreme Court Justice Ruth Bader Ginsburg. Utilize [On the Basis of Sex: Viewing Guide](#) for pre and post discussion questions.*
 - ***Reflection Activity: women's right to vote just turned 100 years old in 2020: How would things be different in our world if suffrage had not been successful?***
-