

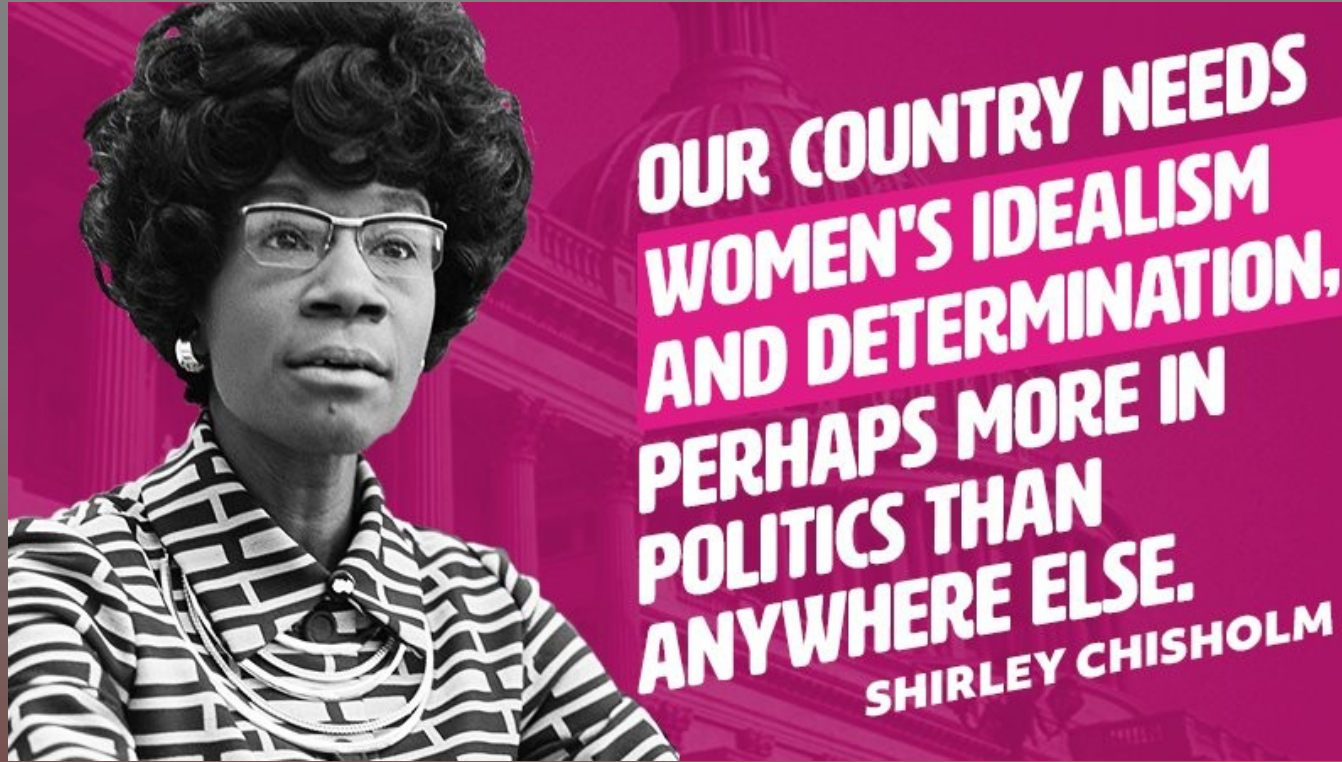
# LEADERSHIP CHALLENGE: PRACTICING INCLUSIONARY POLITICS

Lessons Learned from U.S. Women's Political Leadership

Presented to India's Leadership for Academicians  
Program September 9-14, 2019 The Ohio State University

Wendy Smooth, PhD

Associate Dean for Diversity, Equity & Inclusion  
Associate Professor, Women's Gender & Sexuality Studies  
OSU College of Arts & Sciences



# SIGNIFICANCE OF WOMEN'S VOICES AS LEADERS

# A New Women's Movement







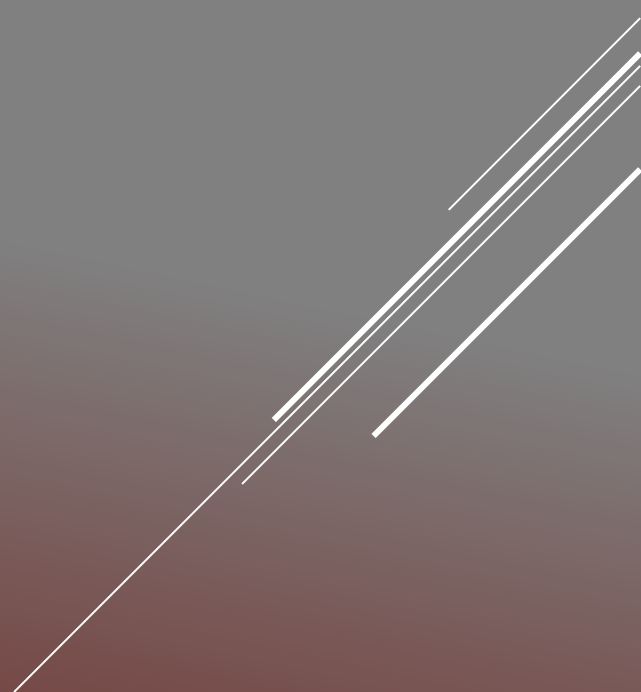
"We want all survivors of sexual harassment, everywhere, to be heard, to be believed,

and to know that accountability is possible."

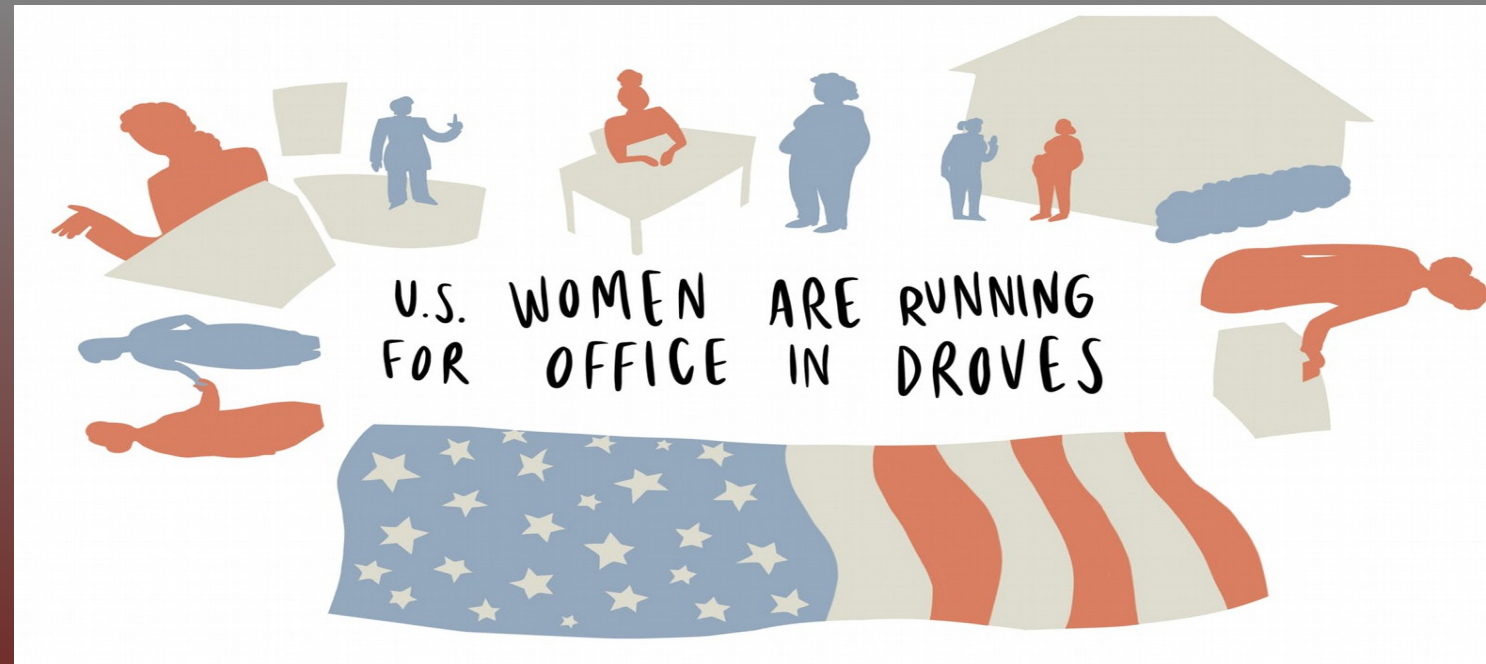
#TIMES UP

ANGRY/NASTY/MAD WOMEN

ANGRY/NASTY/MAD

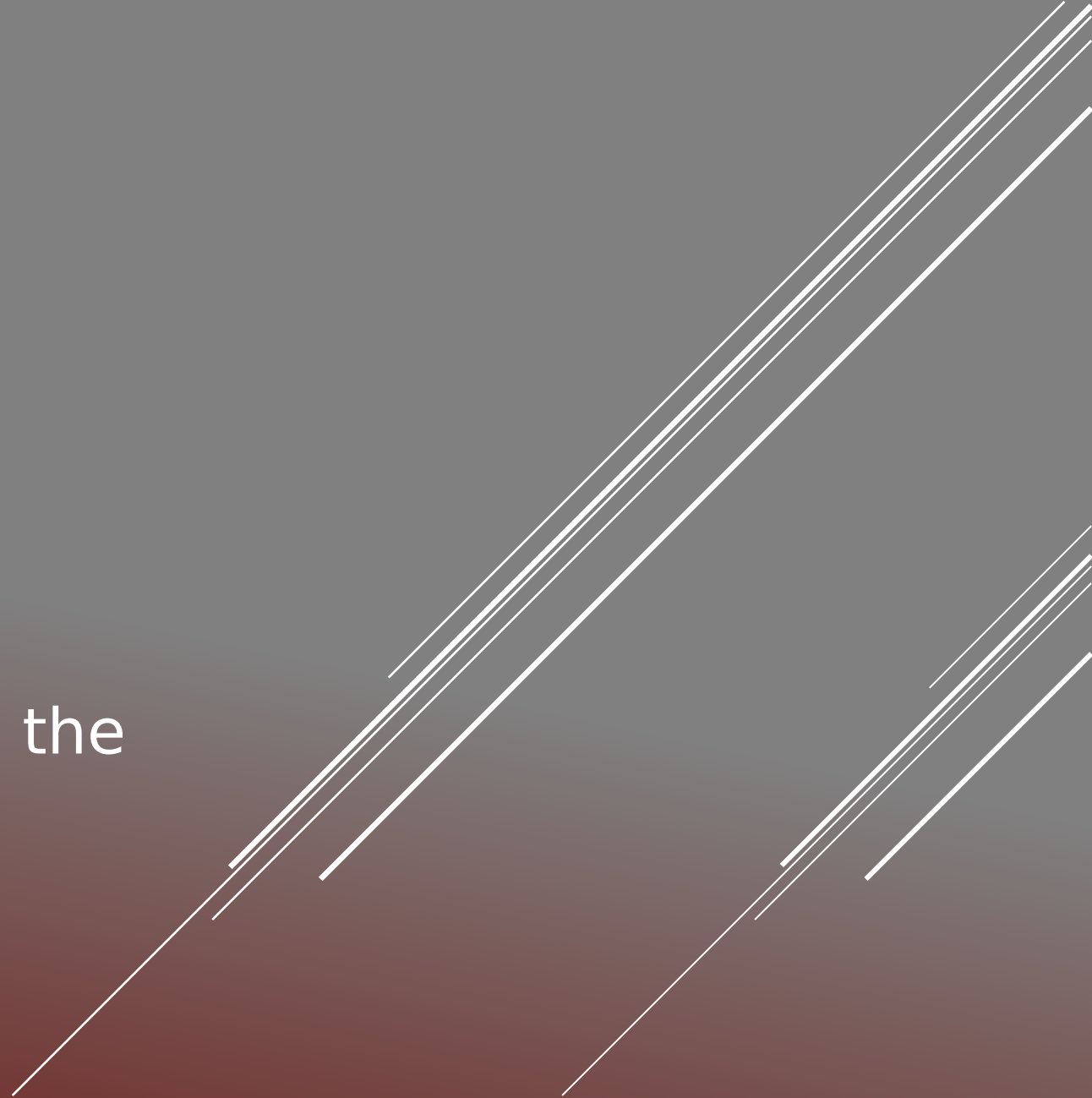


# THE YEAR OF THE WOMAN 2018



# WOMEN IN THE U.S. CONGRESS

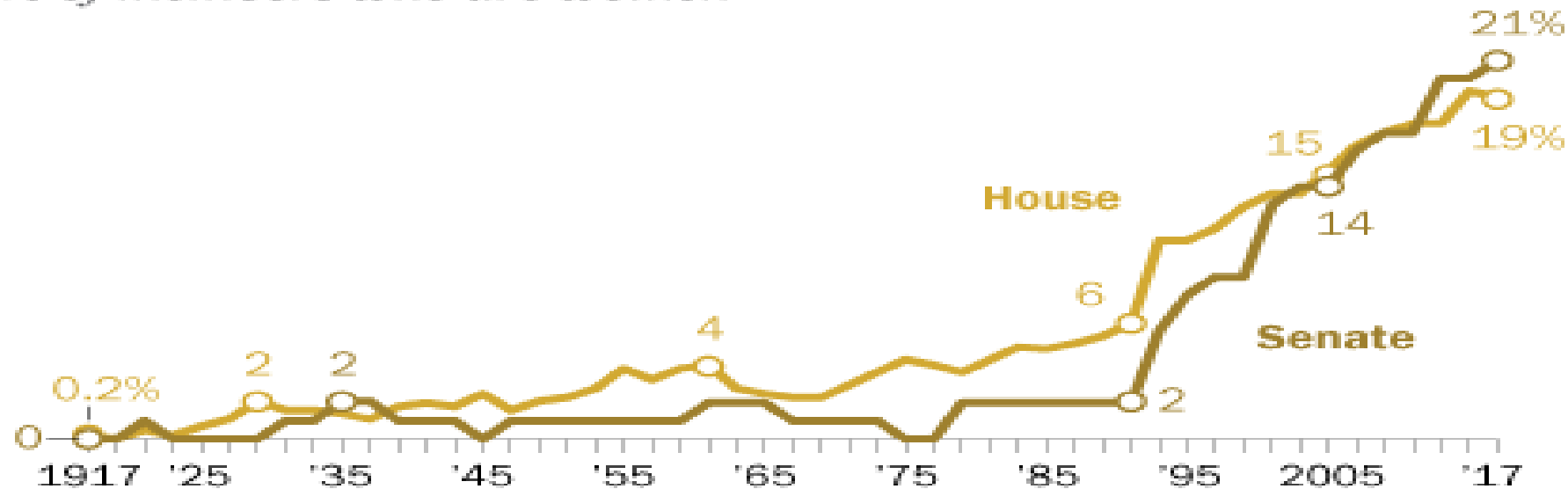
The Most Diverse Congress in the  
Nation's History



# WOMEN IN CONGRESS: 2018 NEW YEAR OF THE WOMAN IN POLITICS

## More women in Congress since the 1990s

*% of members who are women*



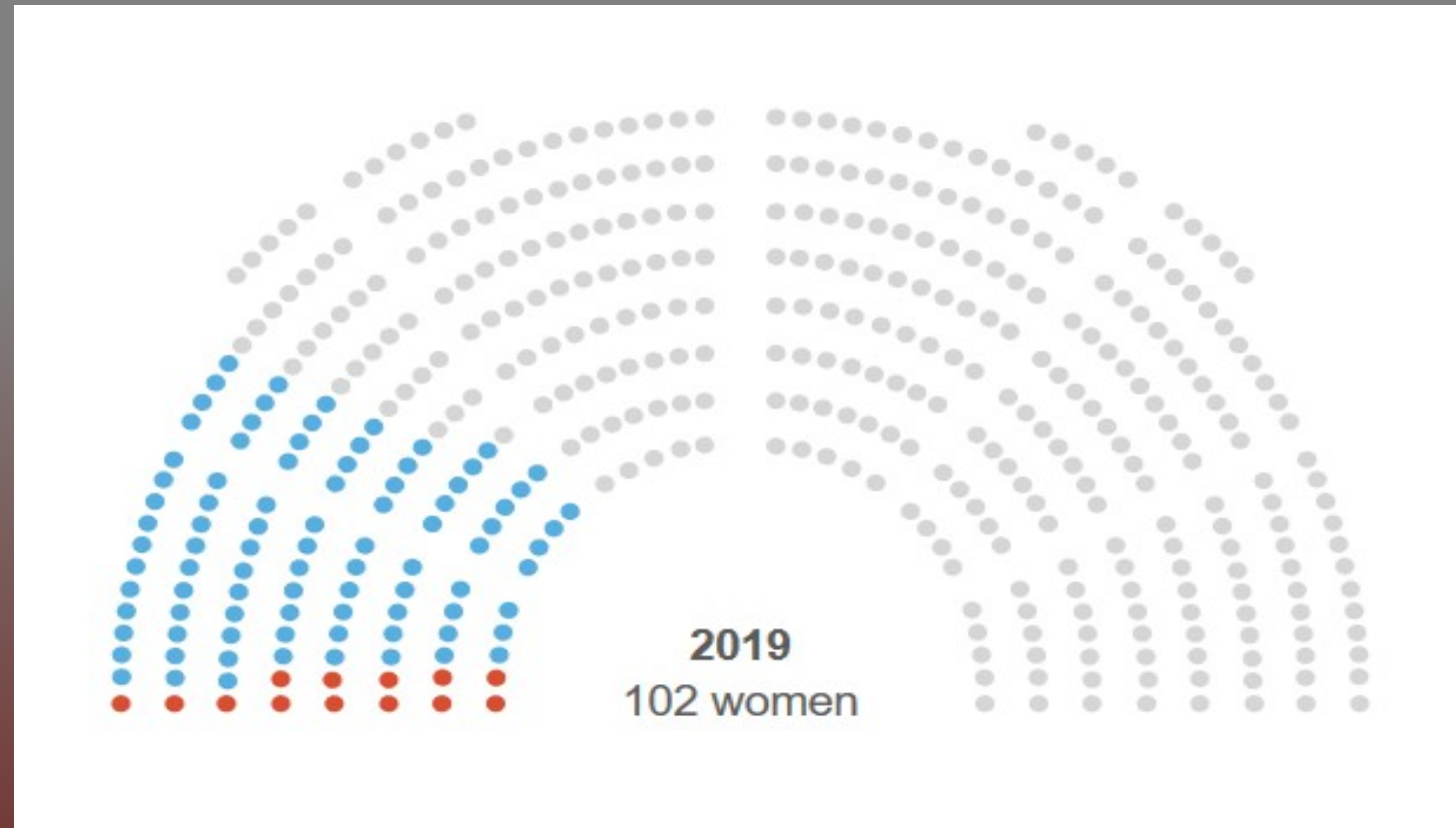
Note: Data do not include nonvoting delegates or commissioners. Figures represent the makeup of the Congress on the first day of the session. Data include only those who were sworn in as members and served more than one day.

Source: Brookings Institution, CQ Roll Call.

PEW RESEARCH CENTER



# Welcome To The Most Female House Ever



Women

102 (89D, 13R), plus 4 (2D, 2R) Delegates

# Women's Numbers - vs- Women's Power

- ▶ 116<sup>th</sup> Congress
- ▶ US Senate:
  - 25 women (25%)
  - ( 17D; 8R)
- ▶ US House of Representatives 102 women (23%)
  - (89 D; 13R)
  - Speaker (116<sup>th</sup> )
  - Minority Leader (112<sup>th</sup> -115<sup>th</sup> ) Nancy Pelosi
    - ▶ Was first woman ever to serve in this position
    - ▶ Closest a woman has ever come to the Oval Office
    - ▶ Formerly second in line in succession to the presidency



# Celebrations of Women's Political Accomplishments



DURING PRESIDENT'S STATE OF THE UNION ADDRESS: ACKNOWLEDGEMENT OF WOMEN'S HISTORIC SUCCESS IN CONGRESS.

Women wearing white in honor of the suffragists movement that they acknowledge as the historical realities of why they serve today



# WOMEN'S HISTORIC FIRSTS OF 2018 CONGRESS



First Muslim American  
Women  
Rep. Ilhan Omar (D) MN  
& Rashida Tlaib (D) MI

First Native American  
Women  
Sharice Davids (D)  
Kansas &  
Deb Haaland (D) New  
Mexico



# To be *Seen* and Not *Heard*, Not a chance

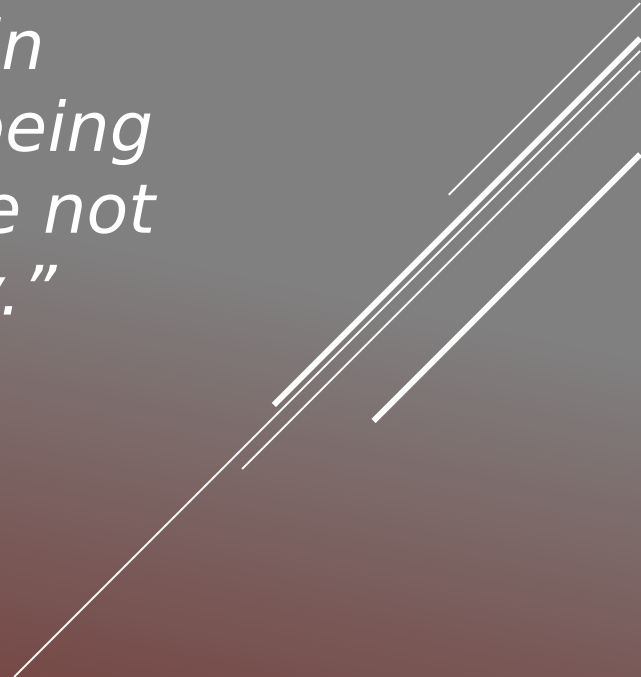




# VOICE IS A NECESSITY FOR INCLUSIONARY POLITICS

*“I think women of color will call it like it is really fast if they are being messed over in the process. ... You know it when you’re being jerked around on something ... and you’re not going to tolerate it. That’s just our history.”*

Barbara Lee (D-CA)



# The Difference, Difference Makes New Ideas, New Perspectives



***ENOUGH ALREADY***

**Democrats Running Out of Patience With  
Rep. Ilhan Omar**

Sam Brodey



# Outsiders Within: Women Who Dare to Challenge with their Presence *and* their Voices



Rep. Alexandria Ocasio-Cortez (D-NY)

Rep. Rashida Talib (D-M)

Rep. Ayanna Presley (D-CT)

Rep. Ilhan Omar (D-MN)

# INCLUSIONARY POLITICS

- Beyond simply **descriptive inclusion**
  - Adding more women; counting numbers
- Beyond expecting **“politics as usual”**
  - Different voices = Different perspectives
- Beyond **tolerance**
  - “Allowing” the presence of others -vs- Sharing the power
  - Create a space for different ideas, frameworks, and values to flourish

Inclusionary Politics Demands Voice, A Seat at the Decision-making table & the Power to Make Change

- Reimagining relationship between “Diversity & Inclusion”
- Empowering others is one of the greatest forms of leadership
- Willingness to:
  - Change our ways of thinking
  - Take risks
  - Open the decision -making process so that different voices are valued in our processes
  - Willingness to allow others a chance to lead

**AS UNIVERSITY LEADERS: WHAT CAN WE LEARN?**