Clemson University

Hendrix Student Center

March 7, 2020
Welcome to the 2020 Women’s Leadership Conference! We are looking forward to a day full of empowering and thought-provoking conversations surrounding gender issues and leadership, and we hope you are too! This conference will be an interactive and educational opportunity for all participants from multiple institutions and community agencies in the area. Our presenters come from a variety of backgrounds: undergraduate students, graduate students, Ph.D. candidates, faculty, staff and community partners. The planning committee is thrilled for our sessions!

This year’s theme is “Nothing Less.” As the committee came together to choose a theme, we discussed how women are often forced to settle — for less pay, for unequal rights, for narratives that are assigned to them. We wanted to empower participants to accept nothing less than what they deserve through building leadership capacity and efficacy.

I hope you have the opportunity to reflect on your goals today and have the ability to pursue nothing less than what you want in the future. Join me as we take the time to challenge ourselves and each other to further explore the dynamics of women’s empowerment in all of its forms.

Thank you for being here!

Sincerely,

Savannah Lockman
2020 Women’s Leadership Conference Chair
Schedule of Events

8-9 a.m. Conference Check-In
Second Floor Hendrix Student Center

8-9 a.m. Coffee Hour
Hendrix Student Center Ballrooms

9-9:30 a.m. Conference Welcome and Kick-Off
Hendrix Student Center Ballrooms

9:35-10:35 a.m. Concurrent Session One
Descriptions and Locations on Pages 4 and 5

10:40-11:40 a.m. Concurrent Session Two
Descriptions and Locations on Pages 6 and 7

11:45 a.m.-1:15 p.m. Lunch and Keynote Address by Jil Littlejohn
Hendrix Student Center Ballrooms

1:20-2:20 p.m. Concurrent Session Three
Descriptions and Locations on Pages 8 and 9

2:25-3:25 p.m. Concurrent Session Four
Descriptions and Locations on Pages 10 and 11

3:30-4 p.m. Conference Closing and Wrap-Up
Hendrix Student Center Ballrooms
If you arrive to a room and it’s full, please select another session.

**9:35-10:35 a.m.**

**Assertive ≠ Aggressive: Engaging in Healthy Conflict**

*Allison Monyei Whaley*

**Hendrix Student Center, Meeting Room A**

Although sometimes painful, conflict is simply a part of being human and can be a useful signal for change. It is possible to protect one’s dignity without hurting the dignity of others. This session explores such topics as differences between how men and women address conflict, understanding conflict management styles and approaching conflict from different perspectives. Participants will have the opportunity to learn a unique communication tool that can be used in all situations to stop their own conflict situations before they escalate. The facilitator will also walk participants through an assessment that helps them learn about their personal conflict style and how that style interprets and reacts to conflict. Lastly, participants will be able to apply some assertiveness skills and practice saying no tactfully.

**Women in the Workforce: Implicit Bias**

*Shelby Broughton and Mariela Fernandez*

**Hendrix Student Center, Meeting Room B**

The presentation “Women in the Workforce: Implicit Bias” will discuss the underlying biases an individual may have as a result of multiple environmental and personal factors and how to overcome these in the workplace. We will discuss what implicit bias means, uncover what your own bias may be and discuss strategies of how to keep gender roles out of the workforce.
Confronting Becky: Understanding and Disrupting White Women’s Racism

*Becky Morgan*

**Hendrix Student Center, David Peebles Room**

White women’s racism has been underestimated and underexamined throughout history and today, particularly in how our racism plays out in the context of higher education. Given our unique combination of dominant (race) and subordinate (gender) identities, white women are socialized to understand race and racism in unique ways. In this workshop we will first examine how racism manifests in white women historically and today. We will then discuss productive ways of confronting and disrupting that racism in ourselves and other white women using the liberatory consciousness model found in “Love” (2013).

We’re Already Heroes: Exploring Feminism Through the Young Women of Comics

*Keri Crist-Wagner and April Pelt*

**Hendrix Student Center, McKissick Theatre**

Comics have a rich history of both reflecting and subverting mainstream society, toeing the line between endorsing dominant cultures, while also giving a voice to marginalized populations. In this session, we will examine the cultural work and feminist storytelling currently being done in a variety of comic book titles (Unstoppable Wasp, Squirrel Girl, Lumberjanes, etc). We will also examine the role that comics have played in shaping national discourses on a variety of topics, including race, gender, sexuality and social justice movements.
**10:40-11:40 a.m.**

**Struggles of Muslim Women in the United States**  
*Dina Altwam*

Hendrix Student Center, Meeting Room A  
This program will discuss the leadership of Muslim women despite the struggles they face here in America and how you can support them and help them feel more included. Personal electronic devices will be needed to take part in an interactive activity.

**The Price You’re Willing to Pay: Analyzing Privilege Through a LGBTQ+ Lens**  
*Kim Carter and Christian Barrientos*

Hendrix Student Center, Meeting Room B  
This program will explore and interrogate cis-heteronormative privilege. It will also ask participants to reflect on a nuanced understanding of personal identity as being multifaceted. Participants will take part in a group discussion about identity before engaging in an adapted version of the Safe Zone Project’s Privilege-for-Sale activity. Through this activity, participants will reflect on cis-heteronormative privilege and discuss implications for future action.

**Leadership in Male-Dominated Spaces: West Point Women Share Lessons Learned**  
*Leslie Lewis*

Hendrix Student Center, David Peebles Room  
In this highly interactive session, come learn not only about how women at West Point have accepted “nothing less” since they first entered the U.S. Military Academy in 1976 but also how you too can connect, inspire and lead in any setting. Leadership occurs in a gendered context, and the people within that context, including the leader, are gendered.
How can women learn to lead effectively in male-dominated spaces, when the role of leader itself is often still seen as male? Hear about the lessons learned by West Point women and join in on discussion about challenges and successes you and others have experienced. You will also reflect on yourself as a leader and take away leadership tips you can implement in your own life.

**Nothing Less Than Your Best: Why Self-Care Isn’t Selfish**

*Becca Moorhead*

**Hendrix Student Center, McKissick Theatre**

Many of us have heard the phrase “you’re no good to others if you’re no good to yourself,” but how do we put that into practice? This session looks into the practical ways we can incorporate mindfulness, self-care and boundaries into our lives to ensure we are our best. In addition, this session will share science-backed reasons how taking care of yourself first can impact the way you present in the world as well as concrete ways to apply that information.
1:20-2:20 p.m.

RED Talk

*Marissa Jansen and Madison Moeller*

**Hendrix Student Center, Meeting Room A**

RED Talk (similar to TED Talk) will be a panel discussion regarding health issues faced by women and gender minorities. Topics covered will include sexual and menstrual health, LGBTQ+ health awareness and disparities that exist between minorities’ health. This session is designed to educate students on health, wellness and access to resources on campus, as well as allow students to ask questions and provide feedback on how Clemson can improve their resources.

Blazing the Trail: Taking a Human Resource Development Approach to Gender Equity Leadership Development at Clemson University

*Angela D. Carter, Cynthia Sims, Arelis Moore de Peralta, Alena Hofrova and Stephen Brown*

**Hendrix Student Center, Meeting Room B**

In this presentation, we will discuss a case study of a leadership development, mentoring and coaching program (Trailblazers) to promote gender equity leadership, professional development and advancement in fulfillment of an NSF ADVANCE grant at Clemson University. After an initial description of the state of gender equity within contemporary higher education institutions, we will describe our human resource development (HRD) approach to the Trailblazer program’s design and implementation. Next, we will identify the specific ways in which participants in the program reacted, learned and changed behavior and discuss the results of the program. Participants will be engaged by sharing their own reactions to and suggestions for the continuation of the program at Clemson University. Finally, we will share some suggestions for improvement based on participant feedback and facilitator experience.
kNOw MORE: Supporting Students in the #MeToo Era

Alden Parker and Rachel Clyburn

Hendrix Student Center, David Peebles Room

In the wake of the #MeToo movement, there’s been a renewed effort to scrutinize the ways college campuses handle sexual assault and allocate resources to survivors on those campuses. As Clemson students and certified advocates, we examine how our university measures up to best practices and what can be done to advance Clemson’s response. We will also discuss advocacy roles and what faculty, staff, students and beyond can do to ensure survivors are receiving nothing less than standard.

Military Females: Empowerment in a Male-Dominated Environment

Victoria Graham

Hendrix Student Center, McKissick Theatre

Hear from a panel of female and male veterans about their personal experiences working in a male-dominated workforce. The panel consists of multiple female veterans with various work experiences and levels of leadership as well as two male perspectives and their interactions with military females in both service and post-service environments. Topics discussed include but are not limited to the challenges and successes of being a female in a male-dominated workforce, encouraging advice on how to overcome barriers and shared practices on what has proven successful in building a more inclusive and supportive workplace.
Should Religion Have a Seat at the Table?
Hannah Roebuck

Hendrix Student Center, Meeting Room A

Is religion inherently patriarchal and sexist? Can religion promote feminist goals? How does religious ideology inform cultural perceptions of individual and group identities? Do these things matter? These questions lie in the undeniable and often unrelenting tension between religion and feminism in various regional and cultural contexts. Using the foundation of feminist and womanist theologies, we can begin to assess the place of religion at our table.
Taking the Nation by Storm: Increasing Female Presence in U.S. Public Office

Hannah Gertz and Cate Tedford

Hendrix Student Center, Meeting Room B

Today, we will discuss some potential reasons American women have not been taking charge in the public service arena. Then, we will discuss some potential community and policy changes we can all actively participate in that encourage women to seek greater involvement in the political world, whether it be at the school, local or national level. We will then plan and encourage each other to take action in our communities, using small actions, big voices and extraordinary passion.

Being Unapologetic: Why Sorry Isn’t the Best Response

Dr. Cara Simmons, Dr. Clair McClure and Alexis Randall

Hendrix Student Center, David Peebles Room

How we respond in certain situations frames how people view us. In this session, three women will discuss being unapologetic in their work. Participants will be encouraged to think and act unapologetically in their own work and school lives through reflection, sharing and role play.

Girrrrl: The Power of Black Mentorship and Supervision

Shakaila Laribo, Tye Wesley and Jasmine Moorman

Hendrix Student Center, McKissick Theatre

As black female supervisors, we would like to engage in a dialogue about the power of multi-level mentorship for black female students in higher education. Through personal experiences, GIFs and a bomb playlist, we hope to educate our attendees on the importance of black female mentorship.
Jil Littlejohn has been breaking barriers and charting her own path from a young age. She began volunteering and eventually changed careers to become the Executive Director of the YWCA of Greenville where she worked to develop the leadership skills of women and girls in the Upstate.

This role helped her realize she needed to have a seat at the table when decisions were made. So, in 2009, Jil became the youngest member of the Greenville City Council and now serves as mayor pro tem. She also served as the first female president and CEO of the Urban League of the Upstate from 2013-19. Jil has been recognized as one of Greenville’s 50 Most Influential People, Ebony Magazine’s Top Young Leaders Under 30 and much more!
Notes