



# Women in Leadership



# Women in Business

The year 2020 has already been phenomenal for women in business.

Two big developments are Goldman Sachs' recent decision to refuse IPOs from companies that lack diverse boards and the implementation of a California law to require the boards of publicly held companies in the state include women.

## CALIFORNIA QUOTA LAW

Starting at the end of 2019, California required all-male boards of publicly traded companies headquartered in the state to add at least one woman. By 2021, boards with five members must have two women, those with six must have three. If they don't comply, companies should face fines of \$100,000 for a first violation and \$300,000 for a subsequent violation.

But it's not without challenges. The L.A. Times Editorial Board called the bill "not a good way" to accomplish the goal. There were also lawsuits, one by Judicial Watch on behalf of three California taxpayers, and another by libertarian law firm Pacific Legal Foundation on behalf of OSI Systems Inc. They're still in early stages.

## GOLDMAN SACHS

Wall Street's biggest underwriter of initial public offerings in the U.S. will no longer take a company public in the



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U.S. and Europe if its board lacks diversity.

"Starting on July 1 [2020] in the U.S. and Europe, we're not going to take a company public unless there's at least one diverse board candidate, with a focus on women," CEO David Solomon told CNBC.

Much like the California law, the firm will raise the stakes next year to two diverse directors, including diversity based on sexual orientation and gender identity.

Goldman itself has four women on its 11-member board.

## STILL A LONG WAY TO GO

According to a 2020 study from the MIT Sloan Management Review, women hold just 17% of board directorships in global companies in the MSCI ASWI Index, a global equity index, and 21% of board seats in the S&P 500.

And a study by Crunchbase, Him for Her and the Kellogg School of Management found that 60% of the most heavily funded private companies did not have a single woman on the board and only 7% of board seats were held by women.

# Women in Sports

The big leagues have, historically, been a very male place. Until now.

## **KATIE SOWERS, SAN FRANCISCO 49ERS**

Offensive assistant Katie Sowers, 33, was hired by the 49ers in 2017 and went to Super Bowl LIV. The Kansas native has always had “a natural love” of football, she told *People* magazine. At Goshen College in Indiana, she played basketball. And ran into controversy when the team turned her down as an unpaid coach for the team because of her sexual orientation.

“As I was finishing college, I actually got turned down from a volunteer coaching job (basketball) because I was a lesbian,” she told *Outsports*. “I was told, ‘Because of your lifestyle, we ask that you do not come around the team.’ That moment really impacted me because it was the first time I truly felt judged because of my sexual orientation.”

Sowers spent time with Women’s Football Alliance teams the Kansas City Titans and on the U.S. Women’s National Football Team as a quarterback, wide receiver and defensive back. She also played on the national team in the International Federation of American Football. She was a girls’ basketball coach and coached the daughter of Scott Pioli, an NFL front office executive. When Pioli became assistant general manager for the Atlanta Falcons, he offered her a coaching internship. In 2017, she fol-

lowed Falcons offensive coordinator Kyle Shanahan to the 49ers and eventually became the second woman to earn a full-time coaching job in the NFL.

## **ALYSSA NAKKEN, SAN FRANCISCO GIANTS**

Nakken was named the first female full-time assistant coach on a major league staff Jan. 16. The former Sacramento State University softball player joined the club in 2014 as a baseball operations intern. Now, she will work to promote high performance and a close team atmosphere along with fellow assistant coach Mark Hallberg.

“In every organization, environment affects performance, and baseball clubhouses are no different,” Giants Manager Gabe Kapler said. “That’s why in addition to assisting the rest of the coaching staff on the field, Mark and Alyssa will focus on fostering a clubhouse culture that promotes high performance through, among other attributes, a deep sense of collaboration and team.”

Her Sacramento State coach isn’t surprised.

“I knew early that she would blaze new trails and do something groundbreaking,” Kathy Strahan said in a news release from the university. “Her positive energy, intellect and tremendous drive to succeed will be an invaluable asset to the Giants players and organization. I believe this incredible journey is just the beginning and I know that she will enjoy the ride.”



Sowers





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# Women in Politics

While women missed the White House in the last U.S. presidential election, around the world, women are taking important leadership positions in other countries.

**FRANCESCA DI GIOVANNI**  
**Under-Secretary in the Vatican's Section for Relations with States**

The Section for the Relations with States is the arm of the Catholic church that handles political and diplomatic activity, and Italian lawyer Di Giovanni will be the first woman in a

senior Vatican role. Di Giovanni was formerly an official of the Secretariat of State. She is a native of Palermo has served the Holy See in the areas of migrants and refugees, international humanitarian law, communications, private international law, the status of women, intellectual property and tourism.

"I sincerely never would have thought the Holy Father would have entrusted this role to me," Di Giovanni said in Vatican News, the Vatican's official news agency. "It's the first time a woman has had a managerial position in the Secretariat of State. The Holy Father has made an unprecedented decision, certainly, which, beyond

myself personally, represents an indication of an attention towards women. But the responsibility is connected to the job, rather than to the fact of being a woman."

**KATERINA SAKELLAROPOULOU**  
**Greek president**

Greece's parliament elected Sakellaropoulou, 63, a judge and human rights activist, president in January 2020. When she takes office in March 2020, she will be the country's first woman president.

It's not her first time punching a glass ceiling. She was the first woman to serve as the president of the Council of State, Greece's top administrative

court. The Thessaloniki native also served in the Association of Judiciary Functionaries of the Council of State. She is a graduate of the National and Kapodistrian University of Athens and Paris II University.

"I look forward to a society which respects rights ... heals the wounds of the past and looks with optimism at the future," Sakellaropoulou said when she accepted the nomination. She is a consensus candidate that won approval from all of the country's major political parties.

UPI reports that her priorities will be security, economic growth, employment, the support of vulnerable groups and environmental protection.

# Women in Entertainment

It's been a solid gold year so far for women in entertainment, too. The Grammys, held in January 2020, saw Billie Eilish, Tracy Young and Koffee smash through barriers.

Eilish became the first woman to sweep the big four categories of album, song and record of the year, along with best new artist. Young won for best remixed recording, non-classical, for her edit of Madonna's "I Rise." Reggae artist Koffee became the first woman ever to win the golden gramophone for best reggae album.

Here's more about these record-smashing women.

## **BILLIE EILISH**

Stardom runs in Los Angeles native Eilish's veins. Her mother is actress and screenwriter Maggie Baird and her father is actor Patrick O'Connell. She has a brother, Finneas, who produced her first single, "Ocean Eyes" in 2015. That release sparked a flurry of other singles, topped off with 2019's debut studio album "When We All Fall Asleep, Where Do We Go?"

It was this album that netted Eilish the Album of the Year and Best Pop Vocal Album Grammys, while the song "Bad Guy" won Record of

the Year and Song of the Year.

## **TRACY YOUNG**

With more than 25 years in the music industry, DJ, producer, remixer, composer, correspondent and on-air personality Young has more than 50 No.1 Billboard Club Chart hits and 14 remixes for Madonna. It was one of the Material Girl's remixes that won her the Grammy.

She was born in Charlottesville, Virginia, and worked her way up through radio and clubs, eventually becoming the permanent resident DJ at Liquid in South Beach, Florida, where she met Madonna.

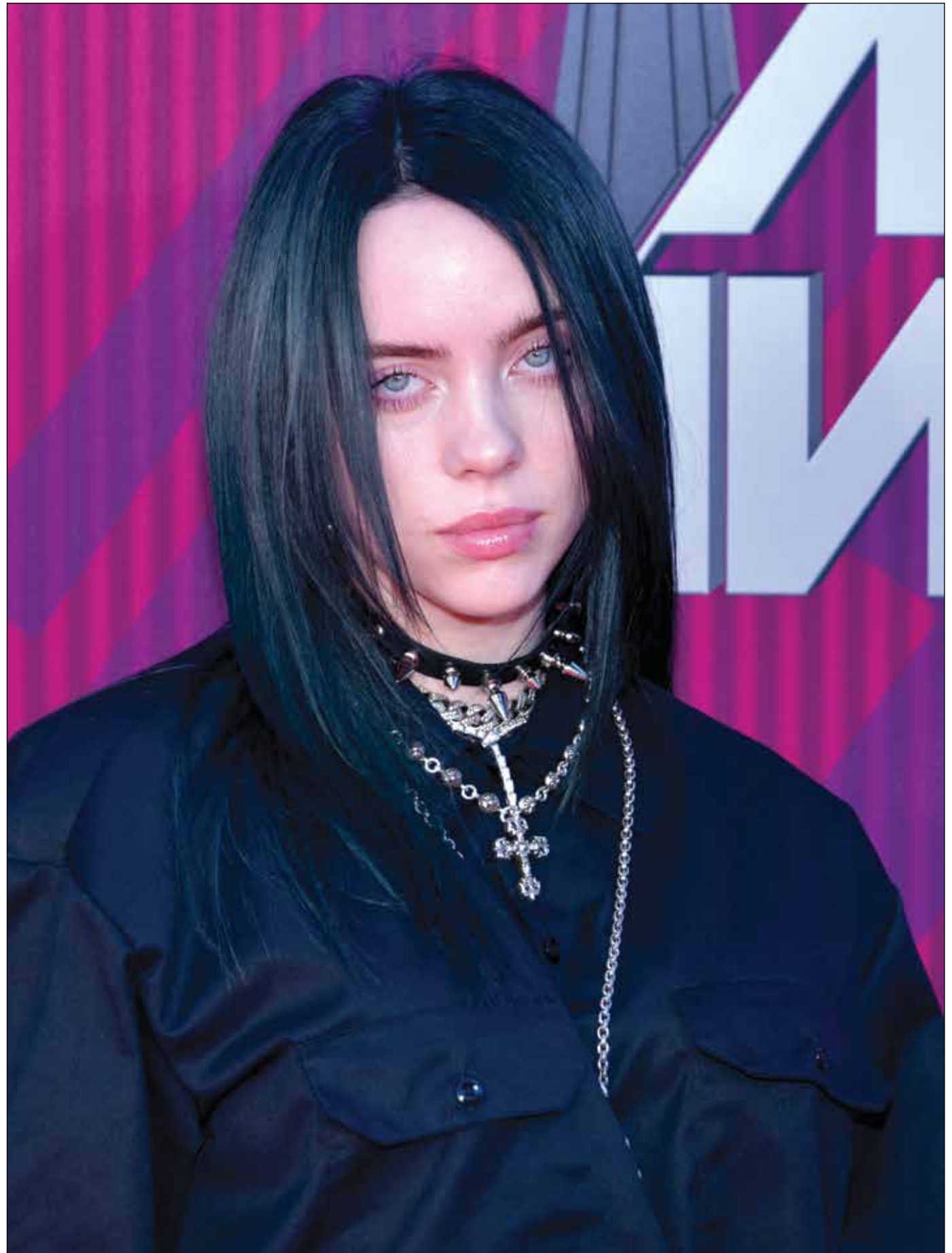
She also was the DJ at The Emmy Awards, Kylie Minogue's 2011 North American tour and at Pride festivals around the world.

## **KOFFEE**

The native of Spanish Town, Jamaica, was born in 2000. Koffee got her musical start in church, where she sang in the choir and taught herself guitar at 12. She released her first single, "Legend" a tribute to Olympian Usain Bolt, in 2017. It promptly went viral.

Her debut EP, "Rapture," netted her the Grammy. A single from the album, "Toast," got widespread acclaim, even from President Obama.

"It was dope," she told Billboard. "It was super dope, and I realized recently, also, that his wife, Michelle Obama also has my song on her list for working out. So, I really feel proud about that."





# Women in Science

Young women are frequently told to reach for the stars, and these women just might grab one.

NASA's 2019 graduating class of 11 astronauts included six women. In addition, astronaut Christina Koch snagged the record for the longest single space flight for a woman. Keep reading to learn more about these leading ladies.

## GOING TO THE MOON

The astronauts of the most recent class, 11 Americans and two Canadians, may be on their way to the International Space Station, the moon or even Mars.

**Kayla Barron:** A U.S. Navy lieutenant, Barron is from Richland, Washington, and is a graduate of the U.S. Naval Academy and the University of Cambridge. Barron served as a submarine warfare officer aboard the USS Maine.

**Zena Cardman:** She's from Williamsburg, Virginia, and is a graduate of The University of North Carolina, Chapel Hill. Cardman was a National Science Foundation Graduate Research Fellow at The Pennsylvania State University, focusing on microorganisms in subsurface environments such as caves and deep sea sediments.

**Jasmin Moghbeli:** A Marine Corps major, Moghbeli calls Baldwin, New York, home. She's a graduate of MIT, the Naval



The members of the 2019 NASA Astronaut Class are (from top left) Matthew Dominick; Kayla Barron; Warren Hoburg; Josh Kutryk; Bob Hines; Frank Rubio; Jenny Sidbey-Gibbons; Jasmin Moghbeli; Jessica Watkins; Raja Chari; Jonny Kim; Zena Cardman; and Loral O' Hara.

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Postgraduate School and the U.S. Naval Test Pilot School. She served as the quality assurance and avionics officer for Marine Optional Test and Evaluation Squadron 1.

**Loral O'Hara:** A Houston native, she's a graduate of the University of Kansas and Purdue University. She was a research engineer at Woods Hole Oceanographic Institution, where she worked on engineering, testing and operating deep-ocean research submersibles and robots.

**Jessica Watkins:** She's from Lafayette, Colorado, and is a graduate of Stanford University and the University of California, Los Angeles. She worked at NASA's Ames Research Center in Silicon Valley, California, and the Jet Propulsion Laboratory in Pasadena, California. Watkins collaborated on the NASA Mars Science Laboratory rover Curiosity.

**Jennifer Sidbey-Gibbons:** A Canadian astronaut from Calgary, Alberta, she's a graduate

of McGill University in Montreal and the University of Cambridge. Before joining the Canadian Space Agency, she was an assistant professor in combustion in the Department of Engineering at Cambridge.

## CHRISTINA KOCH

While those ladies haven't yet made their first space flight, Christina Koch is making history. She spent 328 days in space when she landed on Feb. 6. Koch also made history with astronaut Jessica Meir last year

when the pair made the first all-woman spacewalk.

Koch graduated from North Carolina State University with bachelor's degrees in electrical engineering and physics, and a master's of science in electrical engineering. She was launched into space on March 14, 2019, as a flight engineer on Expedition 59, 60 and 61 aboard the International Space Station. There, she participates in scientific research, station maintenance, visiting vehicle operations and spacewalks.



# Women in Religion

Saleha Jabeen came to the United States 14 years ago as an international student. She thought she'd have a career in the corporate world. After hearing about her brother's problems during an Army deployment, however, her career took another turn.

On Dec. 18, the native of India became the first Muslim chaplain in the Air Force — and in the Department of Defense.

“My brother has been the source of my inspiration,” 2nd Lt. Jabeen said. “It was because of his dedication and getting to see his military career that I recognized the importance of the chaplaincy in the armed forces. I saw that when one member gets deployed, all of their family members join them.”

Air Force chaplains are religious ministry professionals who support the spiritual needs of airmen around the world.

“Any time we advance religious freedoms, it's a win for all persons of faith,” said Maj. Gen. Steven Schlack, Air Force chief of chaplains, in a news release. “The fact is America is a place where the



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Constitution guarantees your freedom to embrace or abstain from religious ideals, and the Chaplain Corps, which Jabeen just entered, exists to ensure every airman has a religious freedom advocate. This is a big day not just for Muslims, but for persons

of all faiths. I could not be more proud of our Air Force for being willing to commission and embrace the first female imam in the Department of Defense.”

Jabeen is a graduate of North Park University and the Catholic Theological Union.

She also studied counseling psychology at Trinity Christian College, according to her LinkedIn profile. She also served in the U.S. Army Reserve from 2016-2018.

“When other people look at what I have done, I want them to know that God has a plan

for you and to go out there and be the best version of yourself and accomplish the mission you were specifically designed to complete,” Jabeen said. “Don't let anyone or anything stop you, and when they try — be kind, be generous, be resilient and don't quit.”



Bennett

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# Women in the Military

Women are making advances on the front lines, increasingly in combat roles. Keep reading for more of women making history in the military.

## JORDANIAN ARMED FORCES

This princess has earned her wings. Princess Salma bint Abdullah of Jordan, the third child of King Abdullah II and Queen Rania Abdullah, became the first Jordanian woman to complete pilot

training with the Jordanian Armed Forces, the Royal Hashemite Court said.

She was presented her wings by her father on Jan. 9 at Al Hussein Palace in Amman. It was attended by the queen and Crown Prince Al Hussein bin Abdullah II, who is a first lieutenant in the armed forces.

“Brilliant and hard-working as always,” bin Abdullah wrote on Instagram.

“Congrats on receiving your wings and here’s to more success and achievements.”

The 19-year-old’s training, which was completed on fixed-wing aircraft, follows her graduation from Britain’s

Royal Military Academy at Sandhurst in 2018.

Her aunt, Princess Aisha bint Hussein, was the first Middle Eastern woman to attend the academy, graduating in 1987. Another aunt, Princess Iman, graduated in 2003.

## VIRGINIA ARMY NATIONAL GUARD

Ana-Alicia Bennett became the first woman to enlist under the infantryman designation in the ranks of the Virginia Army National Guard on Dec. 30.

The move was a tribute to her sister, Joelle, who died in a car accident, *The Army Times*

says.

“Joelle loved the military and was very passionate about becoming one of the first females to be part of the Special Forces,” Bennett’s mother, Maryann Howard, said in a news release. “She wants to do what her father used to do and she wants to honor her sister. If this is something she wants to do, then I’m going to support her.”

Bennett, 30, was scheduled to head to Fort Benning, Georgia, for weeks of training and, eventually, an assignment in the 116 Infantry Regiment, 116th Infantry Brigade Combat Team.

## JAPAN

The first woman entered the Japanese naval submarine academy in January 2020. Risa Takenouchi, 26, was admitted after the end of a ban on women in Japanese submarines.

“I hope not to put too much pressure on myself as the first woman,” Takenouchi told reporters. “Instead, I hope to work with my classmates and train to become a submarine crew member.”

Agency France Presse reported that Japan is expanding the role of women in its Self Defense Forces struggle to recruit young people, particularly in the submarine force.