



Women In Leadership

Patsy Mink

Patsy Mink was a tireless crusader for women's rights, social welfare and health care.

The first woman of color to serve in the U.S. House of Representatives and the first Asian-American woman to serve in Congress, she made it her goal to serve as soon as Hawaii became a state in 1959.

Born Patsy Matsu Takemoto in 1927, she graduated from Maui High School as class president and valedictorian. She earned a law degree from the University of Chicago—in part because the medical schools she wanted to attend wouldn't accept a woman of color—and founded the Oahu Young Democrats in the Hawaiian territory. She served in the territorial house of representatives and senate until 1959.

In 1962, she was elected to the Hawaii state senate and then in 1964 she won the new Hawaii seat in the U.S. House of Representatives.

BELIEVER IN GREAT SOCIETY

A supporter of President Lyndon Johnson's Great Society, she introduced the first child-care legislation and tried to pass a national daycare system to support low-income households. It was defeated, according to the "History, Art and Archives" of the U.S. House of Representatives, because opponents said it gave



UNITED STATES GOVERNMENT

too many incentives for mothers to work outside the home. It passed both houses, but President Richard Nixon vetoed it.

She introduced or sponsored bills that supported bilingual education, student loans, special education, professional sabbaticals for teachers and Head Start.

She was an early critic of the Vietnam War, even though it was an unpopular position.

In an oral history interview with the U.S. Association of Former Members of Congress in 1979, she said, "It was such a horrible thought to have this war that it really made no difference to me that I had a military constituency. It was a case

of living up to my own views and my own conscience. If I was defeated for it, that's the way it had to be. There was no way in which I could compromise my views on how I felt about it."

FIGHTING FOR WOMEN'S RIGHTS

She fought for family reuni-

fication in immigration bills and women's rights. She was one of only eight women in Congress, which she said put a special burden on her to speak for all women.

Among her great legislative achievements was the Women's Educational Equity Act, passed as part of an education bill in 1974.

She worked with Rep. Edith Green and Sen. Birch Bayh to pass Title IX, which barred gender discrimination at public educational institutions and created new opportunities for women in athletics.

She briefly ran for president in 1971 at the invitation of Oregon Democrats, but mostly to call attention to the antiwar movement. She received only two percent of the vote and withdrew her candidacy.

SECOND CONGRESSIONAL PHASE

After serving six terms in the House, she made an unsuccessful run for Senate. After that she served in state offices and other political organizations until 1990 when she returned to the U.S. House in a special election. She served as the chairwoman of the Asian Pacific American Caucus.

She died in office on Sept. 28, 2002 of pneumonia.

Norman Mineta, co-founder of the Congressional Asian Pacific American Caucus, called Mink "an American hero, a leader and a trailblazer who made an irreplaceable mark in the fabric of our country."

Faith Spotted Eagle

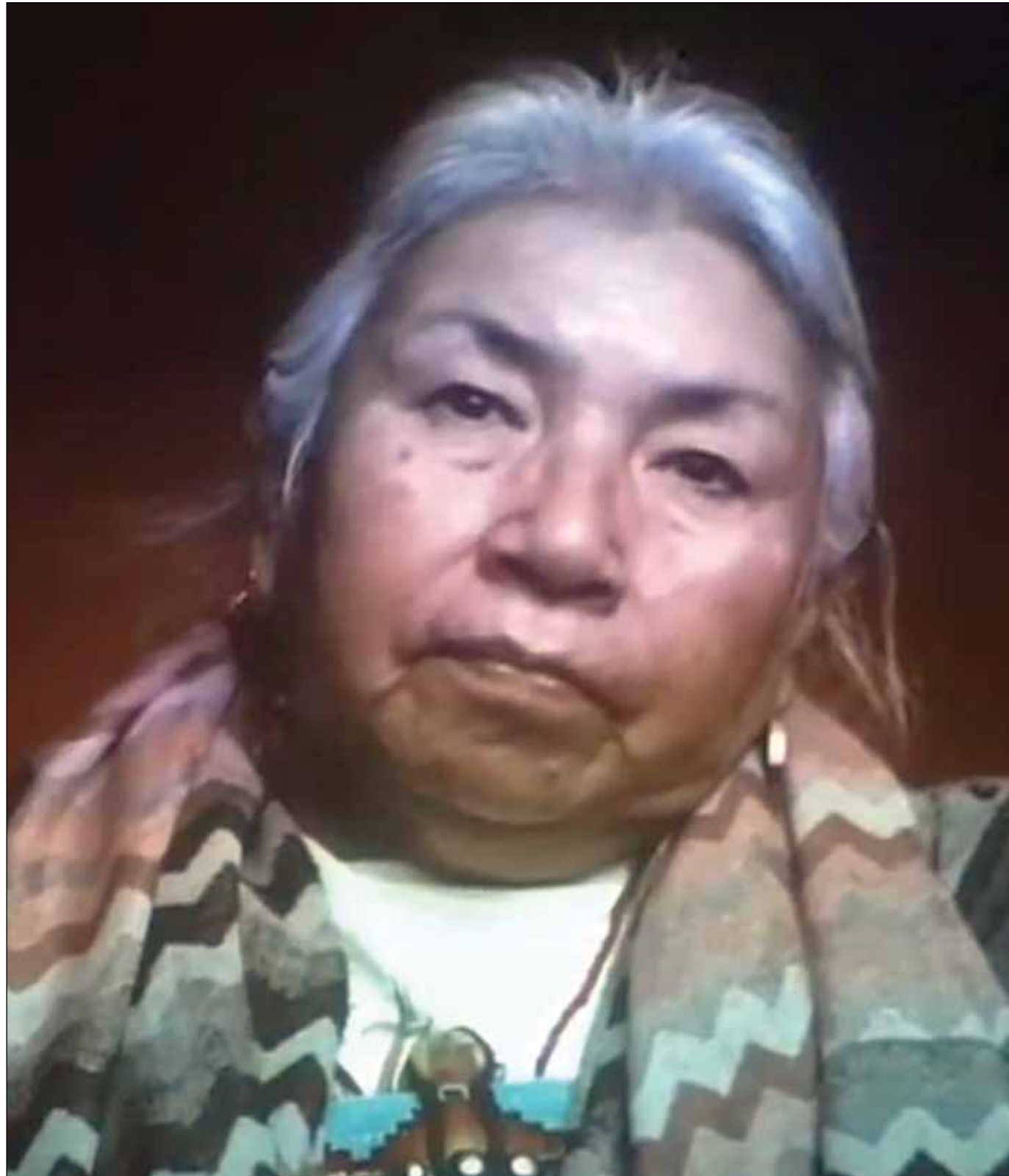
The 2016 presidential campaign was historic for many reasons. One was that it marked the first time a woman received an Electoral College vote for President—and there were two women who won that honor.

The better-known one was Hillary Clinton. However, that year a faithless elector, Robert Satiacum Jr. of Washington, said that Clinton had failed Native Americans and instead cast his vote for Faith Spotted Eagle, a Native activist and politician. With that vote she also became the first Native American to ever receive an Electoral College vote for president.

Faith Spotted Eagle was born in 1948 in a village that is now at the bottom of a reservoir in South Dakota.

A member of the Ihanktonwan, she is a native speaker of Dakota, and teaches it to others. According to the Center for the American West, she descends from the Sicangu, Hunpati, Hunkpapa and Mdewakantonwan of the Oceti/Peta Sakowinand and has French/Irish blood through her grandmother.

She has been an activist for many years, a leader of the 10-year fight against the KXL



WIKIMEDIA COMMONS

Pipeline and the Dakota Access Pipeline, both of which intruded on territory belonging to Native populations by treaty. She was also a leader in pro-

tecting the Horn of the Oceti Sakowin Camp at Standing Rock in 2016.

She is a leader in fighting against sexual violence and

assault and works as a post-traumatic stress disorder therapist.

Some of that work is related to the pipeline resistance. In a

2017 interview with Repeller Magazine, she explained, “When a pipeline is created, temporary construction camps, known as ‘man camps’ are built. They’re large groups of men who are without their wives and families, and they often prey on Native American women...It’s sexual colonization, and it has an impact.”

In 1977, she was a founding member and president of White Buffalo Calf Woman Society, the first Native American Women’s Shelter in the country.

In 2006, she ran for the South Dakota House of Representatives in the 21st District, but did not win the Democratic Party primary.

In 2018, she ran for one of the two seats in that district again, but lost to Anna Kerner Anderson in the primary who then lost to the two Republicans in the race.

As a Native leader, she has helped to revive the Isnati Awicadowanpi (Coming of Age Ceremony) for girls which was once made illegal by the U.S. government when it was trying to suppress Native culture.

She continues to take an active voice in politics. For her, it is a battle that is about the survival of her people.

“The battle that we’re fighting is 500 years old,” she told the Los Angeles Times in 2016. “It’s about dispossession, it’s about occupying our land by a foreign country, or foreign individuals. The resistance has always been in my blood and my spirit since I was born.”

Elizabeth Dole

Elizabeth Dole has spent a lifetime trying to make her world a better place.

Dole served in five different presidential administrations, ran for president, supported her husband's run for president and vice president, served as a senator and was only the second female president of the American Red Cross—the first since its founder, Clara Barton in 1881.

Born in Salisbury, North Carolina, in 1936, Dole earned degrees from Duke University, Harvard Law School and Harvard University.

SERVING PRESIDENTS

She was briefly a Democrat, campaigning for Kennedy-Johnson and then joining President Johnson's administration as staff assistant to the Secretary of Health, Education and Welfare. However, she stayed when President Nixon took over and was a staunch Republican for the rest of her life, serving in the Nixon, Ford, Reagan, and Bush administrations.

Her executive governmental roles included the Federal Trade Commission, Secretary of Transportation (the first woman in that position) and Secretary of Labor.

Dole advocated for the passage of the Equal Rights Amendment, trying unsuccessfully to win President Reagan's support for it. Reagan frequently appointed her to task



UNITED STATES GOVERNMENT

forces that sought equal rights for women in federal and state laws. It often won her the opposition of conservative activists who considered her an “aggressive feminist.”

“Women share with men the need for personal success, even the taste for power,” she said. “And no longer are we willing to satisfy those needs through the achievements of surrogates, whether husbands,

children or merely role models.”

The American Conservative Union gave her a lifetime rating of 92 for her consistently conservative voting record.

As Secretary of Transportation, she partnered with Mothers Against Drunk Driving to withhold federal funding from any state with a drinking age lower than 21. She issued regulations resuling

in the widespread enactment of state safety belt and air bag laws. As Secretary of Labor, she oversaw the privatization of Conrail, resolved the Pittston Coal Strike and initiated random drug testing. She was recognized by the National Safety Council with a “Flame of Life” award for being one of the century's foremost leaders on safety.

CHANGING THE RED CROSS

For her first year as the American Red Cross president, she accepted no salary so she could earn the iconic Red Cross arm patch as a volunteer. The Dole Archives at the University of Kansas report that she led a \$287 million project transformed how the Red Cross collected, tested and distributed blood. It created a single database and replaced 52 testing facilities with eight state-of-the-art labs. She helped establish the 24-hour-a-day National Disaster Operations Center.

When she sought the GOP nomination for president in 2000, she became the first viable female candidate from a major political party. While she was unsuccessful, she was elected to the U.S. Senate from North Carolina two years later, the first woman from the state to serve in that role. In 2004, she became the first woman to chair the National Republican Senatorial Committee. However, she was replaced after the GOP lost six U.S. Senate seats to the Democrats in 2006.

She is the founder of the Elizabeth Dole Foundation, a philanthropic organization benefitting military caregivers.

“When you are in your nineties and looking back,” she once said, “it's not going to be how much money you made or how many awards you've won. It's really what did you stand for. Did you make a positive difference for people?”

Cynthia Marshall

You don't have to be a politician to be a leader.

Cynthia Marshall is the first Black woman to be CEO of an NBA franchise, the Dallas Mavericks. She was the first Black woman to head the North Carolina Chamber of Commerce and the first Black cheerleader at the University of California, Berkeley. She spent nearly 40 years as an executive with AT&T and founded her own leadership consulting company.

OVERCOMING CHALLENGES

To get there, she had to overcome a lot of hardships. Raised in public housing, Marshall's father once broke her nose as she tried to protect her mom from his abuse. She witnessed him shoot a man in the head in self-defense when she was 11. Another time, he came through her bedroom window with a shotgun. When her mother left him, he threatened them and took all the furniture. He told her and her sisters that they would end up as hookers on the street without him.

She was determined that would not be the case and later in life saucily replied that she did make her money on the street—Wall Street.

Later, she and her husband spent 10 years trying to have children. She had three miscarriages, one which almost killed her, and lost a newborn daughter. They adopted four



WIKIMEDIA COMMONS

children. She's a survivor of stage three colon cancer and 12 rounds of chemo.

In 2022, Marshall published a book about those challenges, "You've Been Chosen: Thriving Through the Unexpected."

FIGHTING RACISM

Throughout her career, peo-

ple looked upon her suspiciously because of her gender and race. At one point in her career, she was told to stop wearing braids and adopt sensible shoes. At the time she did, though she has now resumed wearing braids and said if asked to do it again, she would refuse.

white. She turned the promotion down, but it was offered her again, this time telling her she didn't have to make those changes.

TAKING ON THE MAVERICKS

When Mark Cuban cold-called to ask her to run the Mavericks, the organization was going through an investigation revealing nearly 20 years of sexual harassment and workplace misconduct. He wanted her to turn that around and make the franchise a great place to work.

When she took the job, she said she knew very little about basketball, but knew a lot about leadership. She told Time Magazine in 2022 that she met one-on-one with everyone in the organization and then created a clear vision.

"At the Mavs, our workplace promise is every voice matters and everybody belongs," she told Time. "We needed an agenda for women, we needed to value people, we needed to have a set of values. Our values are character, respect, authenticity, fairness, teamwork and safety—both physical and emotional safety."

Marshall changed the Mavs. Before she started, they had no women or people of color on the leadership team. Now they have 50 percent women and 50 percent people of color, sparking the NBA to award them the 2022 Inclusion Leadership Award.

Indeed, later in her career, when she was already a vice president with AT&T, she got offered a promotion but was told she would have to change some things. She would have to stop using language like "blessed" (she is a devout Christian), stop using the name "Cynt" and start wearing more

Kathrin Jansen

Sickly as a child, Kathrin Jansen grew up to save billions of lives as a vaccine researcher.

Recognized as a scientific leader, she headed the vaccine team that developed the Pfizer COVID-19 vaccine in less than a year. Her work created the vaccine against the human papilloma virus (HPV, which causes cervical and head-and-neck cancer) and vaccines against pneumococcus bacteria.

Her leadership, a Pfizer executive said, has changed the course of history.

CHILDHOOD

Born in East Germany in 1958, her aunt smuggled her over the border to West Germany to get medical care for her throat infections. She recalls standing in line to get polio and smallpox vaccines.

She studied biology wanting to work in the pharmaceutical industry. She majored in microbiology at the University of Marburg and then earned a doctoral degree studying chemical pathways in bacteria. She moved to the U.S. to study at Cornell as a postdoctoral fellow focusing on the yeast expression of multi-submit neuronal receptors. She continued that study at the University of Oxford.

VACCINE RESEARCH

In 1992, she moved back to the U.S. to work for Merck.



WIKIMEDIA COMMONS

Committed to developing a vaccine for HPV at a time when vaccine research was growing unpopular at the larger pharmaceuticals, Jansen spearheaded the development of Gardasil, approved in the U.S. in 2006. It protects girls from getting HPV. Today, according to Forbes Magazine, two-thirds of girls between 13 and 17 receive at least one dose of the two-shot program. She

contributed to research into vaccines for rotavirus, mumps, measles and rubella.

She went to work for Wyeth, where she helped to develop Prevnar, preventing pneumonia in kids and adults.

COVID-19 VACCINE

Then COVID-19 struck. She was with Pfizer (which had bought out Wyeth) when they first became aware of the virus

in January 2020 and started working on a vaccine. In February, BioNTech's CEO asked if they wanted to partner to develop a vaccine.

The two companies were already working on a seasonal influenza vaccine together so Jansen approved the partnership.

The nine-month development process was unlike any other program she had led

before. Jansen said normally a vaccine program takes ten years. This time they ran all the trials simultaneously and ran such things as studies, manufacturing and scaling in parallel to each other instead of sequentially. It was, she told Forbes, unheard of.

She led a team of hundreds and said she was in teleconferences non-stop constantly working through problems and assigning tasks to those who could best accomplish them.

Within nine months, they released the first FDA and WHO-authorized COVID-19 vaccine. In 2021, she worked to create a vaccine that could be used for kids.

In a podcast with the Skimm, she said, "I did not think about failure. I did not think about success. All I thought about is we have to come up with something that stops this pandemic."

In April of 2022, she announced her retirement as Pfizer's senior vice president and head of vaccine research and development.

Mikael Dolsten, Pfizer's chief scientific officer wrote on LinkedIn, "Throughout my lifetime, I've had the pleasure of knowing remarkable scientists, yet there are few who have made as deep and wide a contribution to human health as Kathrin. Through her commitment to excellence and tenacity, and the vaccines that she has helped develop over her illustrious career, Kathrin has touched the lives of billions of people across all ages."

Michelle Bachelet

For Michelle Bachelet, the most recent United Nations High Commissioner on Human Rights, rights are far from theoretical.

The two-time president of Chile knew what it was like to lose those rights.

Born in La Cisterna, Chile in 1951, Bachelet's mother was an archaeologist and her father was an Air Force Brigadier General.

BECOMING A DOCTOR

She studied medicine at university, but her life was disrupted when General Augusto Pinochet staged a coup in 1973. Her father was charged with treason and died of a heart attack after months of daily torture. A member of the Socialist Youth, Bachelet and her mother served as couriers for a group trying to start a resistance movement. She and her mother were arrested and tortured.

She was allowed to go into exile in Australia and then later moved to East Germany where she resumed medical studies until she was allowed to return home in 1979.

While she finished medical school in Chile as a physician-surgeon, she had trouble getting work because of her political past. She spent some time with a foundation that



GOBIERNO DE CHILE / CREATIVE COMMONS

helped the children of the tortured and missing in the country, serving as the head of their medical department for four years.

GETTING POLITICAL

In 2000, President Ricardo Lagos appointed her Minister of Health. She was assigned the task of eliminating waiting lists in overloaded hospitals within the first 100 days of his presidency. When she was able

to get it down to only 90%, she offered to resign. Lagos rejected her resignation.

One of her most controversial actions was to authorize free distribution of the morning-after pill to victims of sexual abuse.

In 2002, she was appointed Minister of National Defense, the first woman to hold this post in a Latin American country. She helped the military to reconcile with victims of the

dictatorship and reformed the military pension system. When a flood hit Santiago, she led a rescue operation on top an amphibious tank.

PRESIDENTIAL TERMS

Bachelet served two presidential terms, the first woman to be president of Chile and first elected female head of state in Latin America who had not previously been the wife of a head of state. She served

from 2006 to 2010 and then from 2014 to 2018.

During her tenure, she created the National Institute for Human Rights and the Museum of Memory and Human Rights. She established the Ministry of Women and Gender Equality, increased women's political participation and granted rights to same-sex couples. She helped reduce poverty and improved early childhood education.

Between her two presidential terms, she was named the first director of the UN Women Agency and fought for the rights of women and girls internationally.

HUMAN RIGHTS COMMISSIONER

From 2018 to 2022, she served as the UN Human Rights Commissioner, challenging human rights violations in China, Saudi Arabia, Iran and Israel among others. She said during her term that the worst threat to humanity is climate change, pollution and biodiversity loss and cheered the UN General Assembly decision to make the right to a healthy environment a human right.

She was the first UN Human Rights Commissioner to visit China in 17 years.

"You have to be doing things that matter—responsibility, but also responsibility with epic and beautiful and noble tasks," said Bachelet, a woman who has spent her life fighting for other women and for all of the vulnerable.

Melanie Perkins

Melanie Perkins started her first business when she was 14 and at age 19, dropped out of university to found her own company.

She would eventually create Canva, a global design company, and become Australia's youngest billionaire. In October of 2022, Fortune Magazine called Canva the most valuable start-up founded and led by a woman.

Born in Perth, Australia, she wanted to be a professional figure skater and started designing and selling hand-made scarves when she was 14.

In college, she was teaching students how to use design programs and grew frustrated at how complicated they were and how long it took students to learn them. She wanted to create something that was simpler, online and more collaborative. However, as she said in a podcast run by Guy Kawasaki, "I had no business experience, no marketing experience, no software experience or any other experience that would be somewhat relevant."

So, she decided to start smaller. She and her boyfriend, Cliff Obrecht, created Fusion Books and operated it out of her mother's living room. They reached out to school year book programs, offering them an online design



PHOTO BY DAVID FITZGERALD/WEB SUMMIT VIA SPORTSFILE / CREATIVE COMMONS

program that students and teachers could use. Schools in Australia, New Zealand and France adopted it.

She said her philosophy was "start niche, and go wide."

CREATING CANVA

Their next step was Canva, a program that would expand the principles of Fusion Books to everyone. However, they had a hard time selling the idea at first.

They spent time at Silicon Valley looking for investors, staying for as long as their visas would allow. They were

rejected by more than 100 venture capitalists over three years. In 2013, they were joined by former Google executive Cameron Adams and they launched the company.

The basic service is offered free and as of year-end 2021, more than 100 million people in 109 countries use it. According to Social Shepherd, 67% of users have paid subscriptions. Canva brought in more than \$1 billion in revenue in 2021.

DOING GOOD

Perkins is determined that

Canva be more than just a financially successful company.

She wants to see it do good in the world. It is partly why there is the free model and that they give extended access to non-profits at no charge.

In 2019, Olbrect proposed to her with a \$30 engagement ring and they got married in 2021. They have been critical of materialism. While she has a net worth of \$6.5 billion as of January 2022, she and Olbrect have committed to giving at least half of their fortune to charity.

In their letter to "The Giving Pledge," they wrote that they had a two-step plan for Canva. One was to build one of the world's most valuable companies and the second was to do the most good that they can do.

"We have this wildly optimistic belief that there is enough money, goodwill, and good intentions in the world to solve most of the world's problems," they wrote. "We feel like it's not just a massive opportunity, but an important responsibility and we want to spend our lifetime working towards that."