



**UU Women**  
*Celebrating 60 Years • 1963-2023*

**WOMEN'S LEADERSHIP TOOLKIT**

May, 2023

@uuwomensfed  
[www.uuwf.org](http://www.uuwf.org)

“If you don’t have a seat at the table, you’re probably on the menu. Washington works for those who have power. And no one gives up power easily, no one ... Nobody’s just going to say ‘Women have arrived and let’s just move over’ ... We have a chance but we have to fight for it.” —Elizabeth Warren, *Mother Jones*, 2014

“I think sometimes women face the very real risk of not being seen, and not being heard, and so that’s why I always tell young women, make yourself seen, and make yourself heard — this is your idea, this is your thought. Own it, express it, be the voice that people hear.” —Former U.S Attorney General Loretta Lynch, *The Washington Post*, 2016

“One of the really inspiring things is that, as transgender people, we can live our truth and still pursue our dreams. Growing up, that was incomprehensible to me. Seeing kids today who are both themselves and still dreaming big dreams demonstrates for me how far we’ve come. It gives me a lot of hope in these particularly challenging times.” —Connecticut Senator Sarah McBride, *Mother Jones*, 2018



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## DID YOU MISS IT?

On April 20, 2023, UUWF hosted a virtual panel on women and leadership. Panelists included:

**Ms. Silvia Giannattasio-Lugo**  
Co-Director of Y-WE (Young Women Empowered)

**Ms. Jessica Grounds**  
CEO, Corporate Director's Forum and Co-Founder of Mine the Gap

**Rev. Mandy Goheen**  
UUWF Board President and Minister, Unitarian Universalist Church of Chattanooga

**You can still hear the conversation!** Click [here](#) to view the recorded event.



## THE PRINCIPLES AND WOMEN IN LEADERSHIP

The UUWF celebrates leaders of all kinds, and works to support women and gender-expansive people across our community of faith. We believe that advancing women's leadership is inextricably bound to upholding the inherent worth and dignity of every person and the pursuit of justice, equity, and compassion in human relations.

Unitarian Universalism calls us to reject systems of oppression that impede our ability to accept one another and encourage spiritual growth. Our faith tradition requires us to resist power structures that prevent us from fully realizing our goal of a world community with peace, liberty, and justice for all. Patriarchy and white supremacy can only be dismantled if we center the leadership of women (both trans and cis) and gender-expansive people.

As of 2018, 57% of UU Ministers were women, and surely that number has climbed since then. But beyond formal congregational leadership, our UU faith says that we all have access to the divine. We all have a duty to support each other as leaders and encourage leadership from all members in our congregations and beyond.

We invite you to read more about leadership in this toolkit and take what speaks to you into your justice work.

# WOMEN'S LEADERSHIP FACTS

## ORGANIZATIONS TO FOLLOW



### Transgender Law Center

The largest national trans-led organization advocating for a world in which all people are free to define themselves and their futures.

[Learn More](#)

### She Should Run

A nonpartisan nonprofit working to dramatically increase the number of women considering a run for public office.

[Learn More](#)

### Girls Who Code

Building the world's largest pipeline of female future engineers.

[Learn More](#)

### Women's Earth Alliance

Identifies and invests in grassroots women leaders working on the frontlines to reverse climate change and protect their communities' natural resources, livelihoods, and health.

[Learn More](#)

## The Status of Women in Leadership

As of 2020, 35% of top management positions were held by women. This is despite the fact that women made up more than half of the workforce in the United States as of 2021.

As of 2022, women hold 8.8% of leadership positions at Fortune 500 companies. There are a total of 41 women running businesses on the Fortune 500 list, an all-time high.

In 2021, **two** Black women were running Fortune 500 companies for the first time ever: Roz Brew at Walgreens Boots Alliance and Thasunda Brown Duckett at TIAA.

One research study found that the two biggest challenges keeping women from leadership positions are that women are held to higher standards (43%) and many businesses aren't "ready" to hire women for top executive positions (43%).

Other cited challenges included family responsibilities not leaving enough time for running a major corporation (23%), women not having access to the same kind of connections as men (20%), and women being less likely to ask for promotions and raises (18%).

Women made up 27% of the 117th U.S. Congress. This translates to 144 women out of 539 seats across both the House of Representatives and the Senate. While this is a 50% increase from the previous decade, it's still far from representing the full percentage of the female population.

Source: [Zippia.com](#)



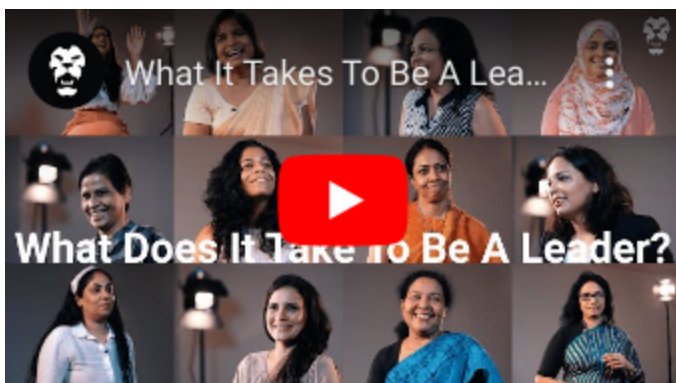


## Lizzo Uses Her Platform to Spotlight Woman Activists Around the World

*(click here to watch the video)*

## Grassroots Women Leaders Create Change Across Africa

*(click the photo to go to the article)*



## What It Takes to Be A Leader

*(click the image to watch the video)*

## Meet The Black Queer And Trans Women Making History With Radical Approaches Toward Nonprofit Work

*(click the photo to go to the article)*





## GREAT READS

[Dare to Lead](#)  
Brene Brown

[Unbound](#)  
Tarana Burke

[Holding Change](#)  
Adrienne Maree Brown

[What I Told My  
Daughter](#)  
Nina Tassler

[Strong Female Lead](#)  
Arwa Mahdawi

[Mediocre](#)  
Ijeoma Oluo

[The Purpose of Power:  
How We Come  
Together When We  
Fall Apart](#)  
Alicia Garza

[The Transgender Issue:  
Trans Justice Is Justice  
For All](#)  
Shon Faye

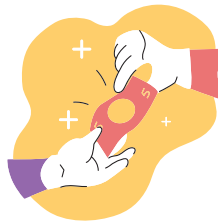
Check out these tools, stories, and organizations that you can connect with to make a difference and lead!



## *FEMINIST CO-LEADERSHIP*

A mixed-media collection of research, stories, and tools from around the world to support the practice of feminist co-leadership.

[Learn More](#)



## *MAMACASH*

An international fund that supports women's, girls', trans, and intersex people's movements around the world.

[Learn More](#)



## *WOMEN IN THE LEAD*

A United Nations Sustainable Development Group profile of seven woman leaders from around the world.

[Learn More](#)



## *ROCKWOOD LEADERSHIP INSTITUTE*

Providing thousands of social change leaders across the globe with tools and skills to help change themselves, their communities, and the world.

[Learn More](#)

## MORE WORDS OF WISDOM



“Your willingness to look at your darkness is what empowers you to change.”  
– Iyanla Vanzant

“Never underestimate the power of dreams and the influence of the human spirit. We are all the same in this notion: The potential for greatness lives within each of us.”  
– Wilma Rudolph

“I have learned over the years that when one’s mind is made up, this diminishes fear; knowing what must be done does away with fear.” – Rosa Parks

“You may encounter many defeats, but you must not be defeated. In fact, it may be necessary to encounter the defeats so you can know who you are, what you can rise from, how you can still come out of it.” – Maya Angelou



Here are a few resources specifically for UUs who want to connect and grow in their leadership journey.



### *UUA LEADERSHIP SCHOOLS*

Training that gives you the tools you need in a flexible and affordable format.

[Learn More](#)



### *SIDE WITH LOVE SKILL UPS*

Monthly training series on organizing skills to help build our UU the Vote and Side with Love Volunteer Squads and help YOU build stronger teams in your congregation and community.

[Learn More](#)



### *UUCSJ MULTIGENERATIONAL LEARNING*

Unitarian Universalist College of Social Justice collaborates, co-creates, and curates youth, young adult, and multigenerational learning opportunities.

[Learn More](#)