

# HER IMPACT INITIATIVE

## Resource Guides for Women & Allies

*Seven guides to inform, empower, and activate.*

Inspired by conversations with women leaders and advocates.

## What Schools Don't Teach About Gender Equity

A look at the history and ongoing realities that rarely make it into the classroom — and why they matter today.

### The Quick Timeline Schools Skip

- 1848 — Seneca Falls Convention: the first women's rights convention in the US
- 1869 — Wyoming becomes first territory to grant women the right to vote
- 1920 — 19th Amendment passes, granting women the right to vote nationwide
- 1963 — Equal Pay Act signed into law (though the gap persists today)
- 1965 — Married women gain the right to get a bank account without a husband's signature
- 1972 — Title IX prohibits sex discrimination in schools receiving federal funding
- 1974 — Women gain the right to apply for credit cards in their own name
- 1993 — Marital rape becomes illegal in all 50 states
- 2009 — Lilly Ledbetter Fair Pay Act strengthens equal pay protections
- 2022 — Dobbs v. Jackson overturns Roe v. Wade, eliminating federal abortion protections

**Why it matters:** Many of these rights were won (and some lost) within our lifetimes — or our parents'. This isn't ancient history.

### Why Isn't This Taught?

History curricula often frame women's rights as a completed arc: women couldn't vote, then they could. But the story is ongoing, layered with race, class, and geography. When only the victories are taught — and not the ongoing struggles — students are left thinking the work is done.

*"It wasn't until I moved to the US that I started thinking seriously about these things. I was 23. Which sounds crazy."*

## What's Still Not Equal

- **The Pay Gap:** Women earn approximately 84 cents for every dollar earned by men — and less for women of color.
- **Credit & Financial Access:** Women still face systemic barriers in access to business loans and investment funding.
- **Reproductive Rights:** Access varies dramatically by state, creating unequal healthcare landscapes.
- **Caregiving Burden:** Women still carry a disproportionate share of childcare and domestic labor, affecting career advancement.
- **Representation:** Women make up 51% of the population but hold far fewer leadership positions in government, business, and academia.

## Resources to Keep Learning

- AAUW.org — Research and advocacy on gender equity in education and the workplace
- Ms. Magazine — Long-running feminist publication with accessible current coverage
- "Inferior" by Angela Saini — Explores how science has gotten women wrong
- "The Second Sex" by Simone de Beauvoir — Foundational feminist philosophy
- League of Women Voters (lww.org) — Voter education grounded in equity