

# Diversity, Equity, & Inclusion Digest

August 2020



**August 18, 1920: The ratification of the 19th Amendment,  
giving women the right to vote for the first time**  
**August 26th: Observed as Women's Equality day**



The year 2020 marks the 100th anniversary of the passage of the 19th Amendment, guaranteeing and protecting women's constitutional right to vote. This historic centennial offers an unparalleled opportunity to commemorate a milestone of democracy and to explore its relevance to the issues of equal rights today. [The Women's Vote Centennial Initiative](#), a collaboration of women-centered institutions, organizations, and scholars from across the US, works to ensure that this anniversary, and the 72-year fight to achieve it, are commemorated and celebrated throughout the United States.

## How did Women's Suffrage occur?

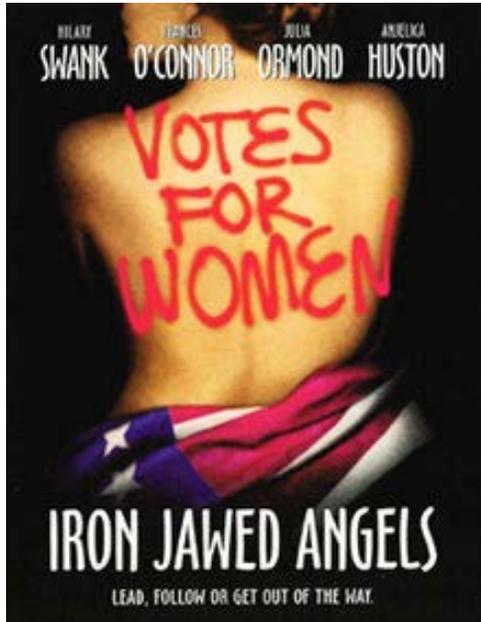
*The passage of the 19th Amendment was not brought about by a singular event, individual, or group. Instead, it was women and their allies, working together for decades and spanning the turn of a century, who fought and won the constitutional right to vote.*

- 1832: The Female Anti-Slavery Society is founded by and for African American women.
- 1837: The Anti-Slavery Convention of American Women is attended by nearly 200 women of various backgrounds, representing some 20 female anti-slavery groups.
- 1850: The first National Women's Rights Convention took place in Worcester, Massachusetts, with almost 1,000 men and women attending from eleven different states.
- 1866 - Elizabeth Cady Stanton and Susan B. Anthony establish the American Equal Rights Association which was dedicated to achieving suffrage for all, regardless of gender or race.
- 1869: The National Woman Suffrage Association (NWSA) was founded by Elizabeth Cady Stanton, Susan B. Anthony and other women. This organization was based in New York and was more radical in its attempt to achieve the vote through a Constitutional amendment.
- 1890: Marked the state of the Progressive Era in American history, a time when women entered public life and their roles would expand beyond the home. As a result of this societal change and modernism, the debate around women's suffrage found its way into mainstream politics.
- 1918: President Woodrow Wilson gave a speech that promoted the United States as an ideal democratic state during the First World War. By asserting the United States in this way and as a war measure, Wilson urged Congress to support women's suffrage. He showed his support for the cause and addressed the Senate to adopt women's suffrage at the end of the war.
- 1920: While states had gradually been ratifying the 19th Amendment throughout 1919 and 1920, on August 26 1920, the 19th Amendment was formally certified into law by the U.S. Secretary of State.
  - While women in the United States were able to vote after this law was passed, there were still many hurdles facing women of color. Poll taxes and literacy tests meant black voters remained disenfranchised until the 1965 Voting Rights Act was passed. This act eventually outlawed these discriminatory voting practices and gave all Americans the ability to vote freely.

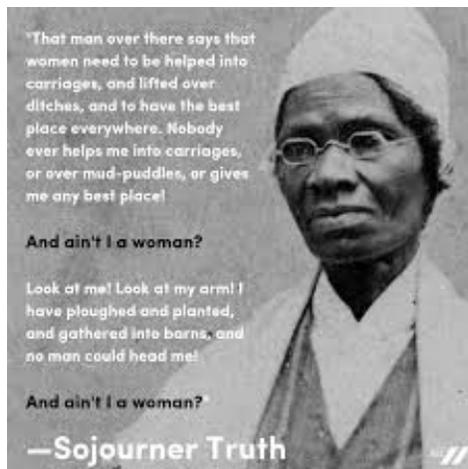
Visit complete timelines [here](#) and [here](#).

## Women's Suffrage:

The term has nothing to do with suffering but instead derives from the Latin word "suffragium," meaning the right or privilege to vote. In the United States, it is commonly associated with the 19th- and early 20th-century voting rights movements



Iron Jawed Angels tells the remarkable and little-known story of a group of passionate and dynamic young women, led by Alice Paul (Hilary Swank) and her friend Lucy Burns (Frances O'Connor), who put their lives on the line to fight for American women's right to vote. [Watch the trailer here.](#)



Born into slavery in 1797, Isabella Baumfree, who later changed her name to Sojourner Truth, would become one of the most powerful advocates for human rights in the nineteenth century.

At the 1851 Women's Rights Convention held in Akron, Ohio, Sojourner Truth delivered what is now recognized as one of the most famous abolitionist and women's rights speeches in American history, "[Ain't I a Woman?](#)"



- [Suffrage Quiz #1](#)
- [Suffrage Quiz #2](#)
- [Quiz for Kids](#)
- [State Quizzes](#)
- [Centennial Crossword](#)



## Racial Equity Task Force discusses steps forward, learning from past recommendations

Topics included scholarships for descendants of enslaved laborers, Dr. Paul Harris' tenure case and the timeline for implementation of recommendations

The [University's Racial Equity Task Force](#) was created by President Jim Ryan June 3 with the goal of developing a concrete list of actions for the University to take to further racial equity efforts on Grounds. The task force includes Kevin McDonald, vice president for diversity, equity and inclusion; Ian Solomon, dean of the Batten School; and Barbara Wilson, an assistant professor in the School of Architecture and faculty director of the Equity Center.



[Virginia](#) is the first state in the South to have non-discrimination protections for LGBTQ people, the first state in over a decade to add both sexual orientation and gender identity to existing non-discrimination law, and the first state since 1993 to add a prohibition on discrimination in public accommodations (protecting all Virginians) where none existed before.

**[SCOTUS ruling and Virginia Values Act will protect LGBTQ+ Virginians in the workplace and beyond](#)**

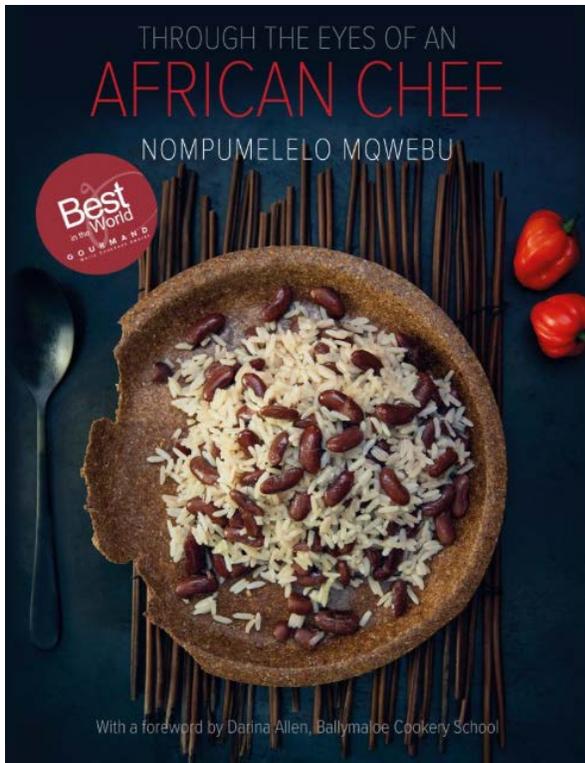


Jimmie Johnson, left, shown with Bubba Wallace on Sunday, played a major role in NASCAR's show of solidarity at Talladega last week. (Matt Slocum/AP)

## Jimmie Johnson emerges as organizing force in NASCAR's drive for inclusion

"The protesting sparked an interest in me to have deeper conversations with my black friends," [Johnson explained](#). But in those conversations, I realized that my friends have dealt with issues that I will never deal with as a white man. There was just a common thread there: I will never live with that. And that was the catalyst for me."

## Celebrating Food & Culture:



[Through the Eyes of an African Chef](#) retraces chef Nompumelelo's journey of rekindling her love for African cooking, returning to the soil and the seasons to provide the freshest of ingredients and traditional farming and cooking methods.



Chef Jonny Rhodes in his restaurant Indigo, now operating at Broham Fine Soul Food and Groceries, in Houston. (Photo by Amy Scott for The Washington Post)

### **Chef Jonny Rhodes built a revered Houston restaurant. His next mission: Fighting 'food apartheid.'**

A more accurate phrase, they say, is "[food apartheid](#)," because while a desert implies an organic state of bareness, an apartheid is the result of deliberate, systemic racism.



Have something you would like to add or share in the DEI Digest?  
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