



CELEBRATING 25 YEARS

THE
**ANIMAL LAW
CONFERENCE**

1993

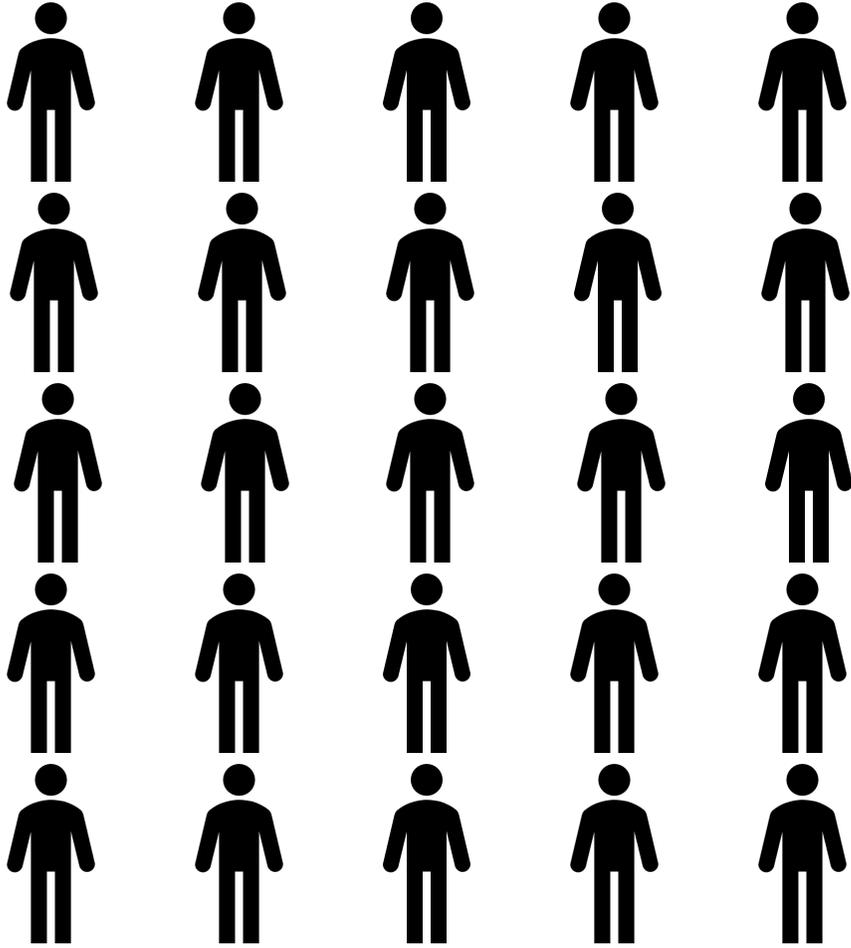
25

2017

PORTLAND, OREGON

OCTOBER 13-15, 2017





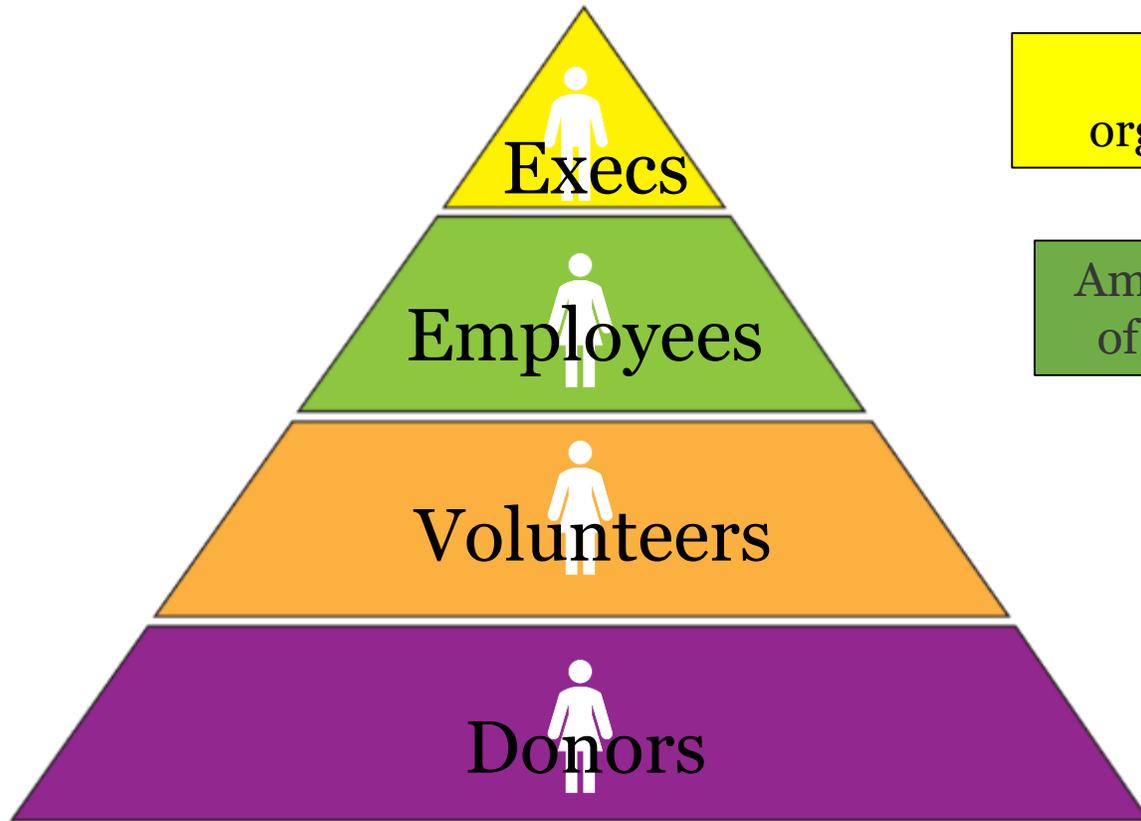
Uh, but women constitute up to
80 percent of the movement...

*Where the Boys Aren't:
The Predominance of Women in
Animal Rights Activism*

Emily Gaarder



Across the nonprofit sector



Men still hold 79% of the CEO positions for organizations with \$25 million in assets or greater.

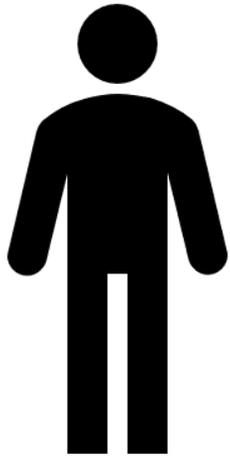
Among non-profits, women make up 59-82 percent of the workforce (depending on organization size).

The volunteer rate in 2015 for men was 22%.
The rate for women was 28%.

Women give more than men at all income levels (even though in general they earn less).



Does it matter?



We* can do better.

*All of us.



We judge ourselves
on our intent
and
we judge others on
their impact.





OMG, stop it. Now. For realz.

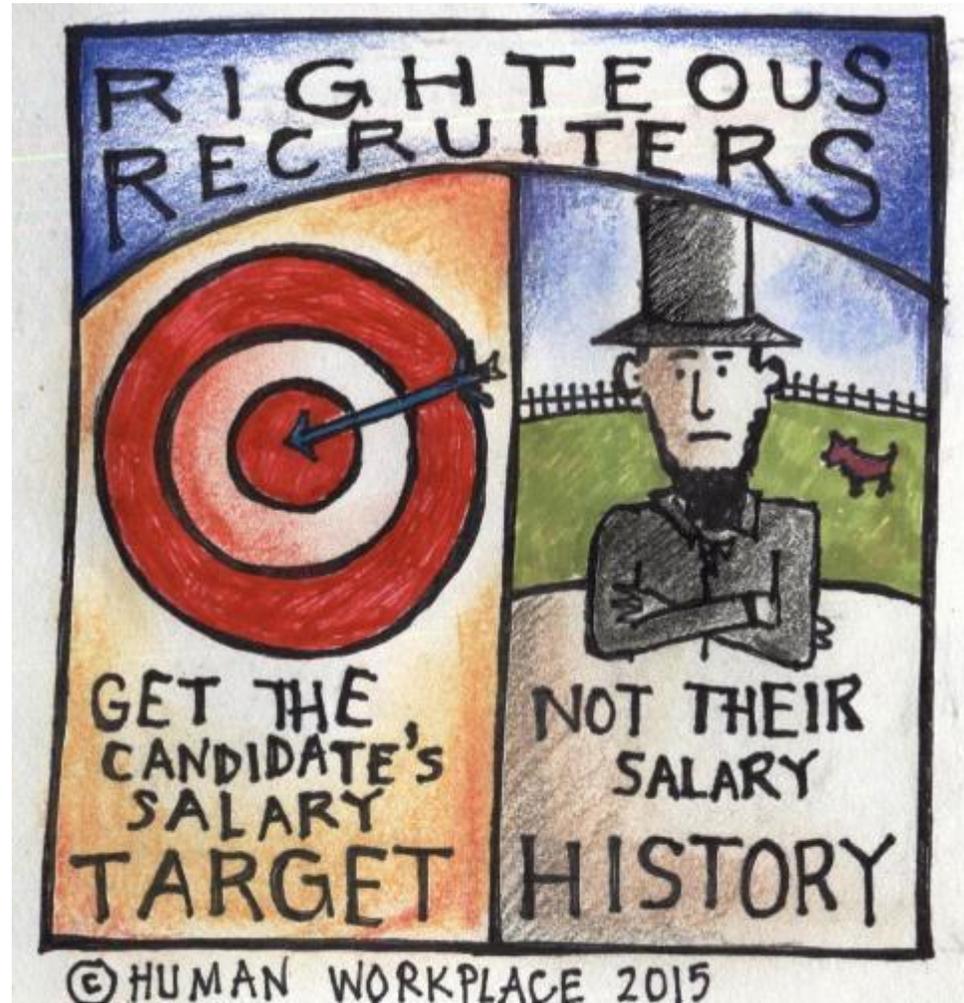






You. Over here.
Being an ally.





“Hi, this is _____. Thanks for quoting me in your story, but somehow the piece failed to capture the work of other key players. Next time you write about this topic, would you please be sure to call _____? She really has some important insights. Thanks!”

Without commenting on the substance of the piece or quality of the writing/reporting, I’m perplexed as to why this piece includes comments from eight men and zero women.

It's challenging enough to be a woman in politics, so it's troubling when female reporters don't see how a story about a female senator with commentary offered only by male experts creates additional hurdles.

█ I mean no ill will; I'm frustrated, but not angry. I think this happens without anyone meaning to do harm. But unless we are proactively looking at ways to ensure some gender equity, we won't get closer to having it. I'm working on it in my realm and am hoping the media would too.

Thanks for hearing me. If there are more constructive ways to engage the █ on this issue, please help me find them.



8♂

1♀

Great! My team has given me some great ideas. Now let me just send these to the boss and take full credit for all of them.



someecards
user card





10♂

3♀

Dictionary

courageous



cou·ra·geous

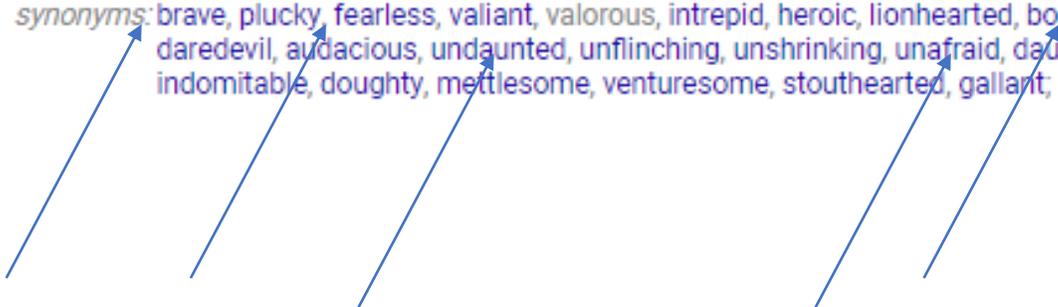
/kə' rājəs/

adjective

not deterred by danger or pain; brave.

"her courageous human rights work"

synonyms: brave, plucky, fearless, valiant, valorous, intrepid, heroic, lionhearted, bold, daring, daredevil, audacious, undaunted, unflinching, unshrinking, unafraid, dauntless, indomitable, doughty, mettlesome, venturesome, stouthearted, gallant; More







for fucks sake - Google S x Twitter x

Twitter, Inc. [US] | <https://twitter.com>

Home Moments Notifications Messages Search Tw



Jennifer Fearing
@JenniferFearing

 #OMG. Stop over-apologizing. Now. #SorryNotSorry |

91 **Tweet**





<http://theconfidencecode.com/confidence-quiz/>











Form a tribe.
Adopt a mentor.



Dictionary

collaborate



col·lab·o·rate

/kəˈlæbəˌreɪt/

verb

work jointly on an activity, especially to produce or create something.

"he **collaborated with** a distinguished painter **on** the designs"

synonyms: co-operate, join forces, team up, band together, work together, participate, combine, ally;

[More](#)

- cooperate traitorously with an enemy.

"the indigenous elite who **collaborated with** the colonizers"

synonyms: collude, conspire, fraternize, co-operate, consort, sympathize; *informal* be in cahoots

"they collaborated with the enemy"

A movement that combines both the heart and the head should provide others with whatever they are owed or deserve and should treat all people equally, fairly, and impartially.

