**Notes from Business Track: From Invisible to Invincible: Pushing Historical Boundaries, Community, and Education** (10:00-11:50 a.m.)

Showcase Oregon 2016 – March 7th, 2016

**Chair:** Jim Terborg, Ph.D., Interim Dean, Lundquist College of Business

Jean Tate: Perspectives as Business Owner   
Etta Brew: Perspectives from Educational Leadership  
Ginevra Ralph, Director of Education at The John G. Shedd Institute for the Arts and University of Oregon Board of Trustees Member  
Bridget Kyerematen-Darko: Perspectives as Executive Director of Aid to Artisans

**Notes:**

**Introduction:** In the last decade, our economy is 13% larger due to women in business. When women succeed America succeeds. Current generation are more risk takers, in 2015 less than 14% of women were CEO’s or Board owners.

**Jean Tate: Perspectives as Business Owner**

Jean was born in Washington born in 1951, major in theater and minor in English, 12 years she was an instructor in Lundquist in Business, went to Real Estate school. I am thinking where I can bring the most value to you is by talking about a long time ago. My father was one of 6 boys and when my grandmother had children the 3rd child was me, and the fifth one arrived and it was a boy. At that time, I arrived to know that boys were looked at as more valuable than girls. Girls were not allowed to take classes in math and science other than the basics. She knew she would have to work to go to college so she took secretarial classes. The best class she took was book keeping. Taught at Tillamook University, she taught PE and coached field hockey, basketball, track. When she went to college in 1948, because of the GI Bill. Jean’s husband was raised by parents that didn’t have more than a 8th grade education because of the Second World War. The Bill helped pay for the college, books, and $75 a month for living expenses. They had their first child ended up being a girl, the grandfather, his father, said that is too bad. When she first started working in business, she was nervous how she would handle the pressure of work and family.

A league of women voters was created during the suffrage, which allowed women more rights and one of those rights was to vote. Women had the right to vote and this created the League of women voters, who were finally able to gather together. The women in the League of Women Voters would throw money in a pot so they would have time to do things, while the elder women watched the children. Her mother had a furniture store; she went to college and started at Business admin. She didn’t like it so she went to the school for theater. Husband started his PhD, and moved to Eugene, after a one-hour interview during the interview process of admissions, he didn’t get in to the Business school but they recommended he go to the school of education. Wayne went back to school and Jean said it was ok as long as she didn’t have to go back to teaching. She went to real estate school and became a real estate agent. She sold 7 houses by Feb. and her husband agreed to take over the whole house. The husband started referring to himself as a housewife. He told anyone that asked that he was a housewife, and he even read a lot of literature produced for housewives. The book he started reading about housewives was very relatable to his everyday encounters. Jean remembered that when she was in high school PHT (Putting Husband Through) was the main concern of women. She met Norma Polis, who was strong, worked and worked as a Judge secretary. She applied to law school due to husband’s referral about going. She decided to apply even though she didn’t have a master’s degree. She started and then realized that she needed to help others. As time passed, she began to get on a Board at a Bank. She recognized that women needed to be in administration roles and use their power to help one another through leading by example. One problem the Board with having a woman on the Board was that she pushed and challenged them. Jean also discussed the idea of changing your name when you get married. When in an organization she went by Mrs. Wayne Tate. She had a small fit about saying her name. She then explained about what her daughters and granddaughters did with their names when they got married. When my daughter got married she kept her name. Our great granddaughters changed their names and didn’t keep their name.

**Etta Brew: Perspectives from Educational Leadership**

Completed 32 years teaching youth throughout the Parish while being the first black teacher to teach in the Parish in Louisiana. Thank you I am from Browbridge, LA as of right now. Today I would like to tell a story about myself. At the age of 2 she lost her father. Her family did a means of sharecropping. She lived in a community where there was segregation. She went to a school where they were the only black children. School was taught in a church with only 3 teachers to teach 8 grades. This was her first time to ride a bus to school, she was used to walking to school each day. Riding the school bus to school, her sister and her were sometimes the only ones on the bus because the others would have to stay back and pick cotton. Once they got out of school her and her sister went to pick cotton. After school in high school, she started getting off the school bus and began working at a café until 9pm. She was 2nd in her class out of 195 students. She knew that she had to get this education no matter what stumbling blocks happened along the way. She was able to go to college on a scholarship, that particular scholarship she had to keep a B+ grade point average. That was the only way she could stay in college. After college she applied for a home economics job where the person interviewing her came to her house and sat on the porch to interview. She received the job and had to get a car. She had to get someone to sign for a car and teach her how to drive because she didn’t know how. She managed to get a car, a beginner’s license and her cousin to help her drive to and from work each day. She had 14 clubs and for each club she had to go to the club meeting. She did most of the prep work at the house. She had to also work with the homemakers within in the community. She was able to get help from specialist at the state level to help prepare things or materials needed to teach the lessons of all of these different clubs. As an extension she worked and took boys and girls to camp. She was told that they have half of the crew there so we have half of the trouble. We realized that one boy on the bus wasn’t supposed to be there and they were already at the camp. They called the boys parents and she went to the store to buy clothes and essentials he would need for the week. He ended up being one of the best campers. Contest were created throughout the year and if you won at a contest, an agent would have to go with the children to get the training that they needed to do their demonstrations. One of the things that you must do is go to the educational workshops and trainings, and clinics. If you went to educational workshops and trainings you were able to go to certain banquets. At one of these banquets she received a Distinguish achievement award that year for all of her hard work at these educational workshops and trainings. One of the things she did, once the Civil Rights Act was created, was she became a school employee. Being a federal employee, she was required to help with the integration of schools and was allowed to teach in an integrated school as well. The University had to make a special class for the students of color and that was the particular class she was in. Experience was quite interesting at LSU when she was part of a public speaking class. She told the students that they had to keep the audience’s attention. One student banged on the podium to get the audience’s attention and at that very moment he forgot his entire speech. He had to sit down because he forgot his speech due to his antics of wanting to get the audience’s attention. When she first started working as an extension agent, a specialist came in and when they saw her name on the program someone decided to start teaching someone else her part. When she left a coworker said Etta you will still be working on that section on your program don’t worry. Remember to compete, stay away from gossip, know when to listen and know when to be quiet, attend workshops in your subject area. That is how you move from one position to the next. There was a man that had a position, she applied and took the position from him. She had two problems with working with this man, one was that she was going to have to work for this man and the other was that she was a women and not a man in the position. She learned a lesson to keep a record of everything you are doing because it is your proof. I found that if you learn how to make a quilt, for example use t-shirts that mean something to you. If you put your heart full of love and piece those things together it will make a beautiful quilt of your life.

**Ginevra Ralph: Director of Education at the John G. Shedd Institute for the Arts and University of Oregon Board of Trustees Member**

Originally from Chicago, taught students with profound disabilities, currently serves as the Vice President chair on the Board. I will quickly give a story. I came to age during the civil war. She was told that she could be anything that she wanted to be by her parents. She did not have any home economic classes at her school. She was expected to be athletic and all of her mother’s family went to college. She really didn’t understand the women liberation idea growing up because she was only allowed to wear certain clothes, get an MBA, go to school for undergraduate for business/banking. Great quote, that what is the best and brightest for ones children and anything less is not just or working for you. The other thing is how did I get on the board of trustees. I got on the Board through courage and confidence or blind idiocracy that I am being discriminated against. What is the role of families and extended families? You have to trust your self and extend to families that anything is possible. There is a verge of empowerment in the room and comfort in the room of self-association. There has to be discomfort, and you have to look for some of that opportunity. For example, we don’t get grants if we don’t have certain people of color on board. But I won’t go out and get the one token black, or Hispanic. I don’t like that tokenism. Volunteer or hang out at a rotary. We clearly are bringing in more African Americans to this position, but when we need to some color higher-ups in those positions, but only the white people will apply. Oregon is a rare case of liberals with race. Value yourself and step up.

**Q&A**

1. I grew up in Zimbabwa, being surrounded by a very diversity, and coming to Eugene and being a college town. What are we doing wrong and what could we be doing better to attract bright human beings of diversity?
   1. Analysis is some of the racial stuff, Oregon is a fairly young state, I think there is also need to be some numbers that make it comfortable to be here. Is it subtext we have had some uncomfortable things happen to artists and etc. I wanted my kids to see diversity around the world because Eugene is so white.
   2. I think that there is a real segregation and the community at large. We are hungry and educated. Why is everyone leaving, and isolationism. It is for the students that the event is put on.
   3. I get really frustrated that