

TABLE OF CONTENTS

ACKNOWLEDGMENTS	V
INTRODUCTION	VII
TABLE OF CASES	XIX
Chapter 1. Defining the Leadership Landscape	1
Introduction	1
Thought Questions	3
Fisher v. University of Texas at Austin.....	4
Rebecca K. Lee, <i>Implementing Grutter’s Diversity Rationale: Diversity and Empathy in Leadership</i>	10
Rangita de Silva de Alwis, <i>Why Women’s Leadership is the Cause of Our Time</i>	25
Nancy Levit and Allen Rostron, <i>Calling for Stories</i>	36
Richard Delgado, <i>Legal Storytelling: Storytelling for Oppositionists and Others: A Plea for Narrative</i>	38
Nancy Levit, <i>Reshaping the Narrative Debate</i>	56
Chapter 2. Historical Perspectives on Women Leaders.....	61
Introduction.....	61
Thought Questions	64
Elizabeth Cady Stanton, <i>Declaration of Sentiments</i> (Author)	65
Frederick Douglass, <i>Declaration of Sentiments</i> (Supporter).....	65
Bradwell v. Illinois	69
Renee Knake, <i>The Progress of Women In the Legal Profession</i>	73
J. Clay Smith, <i>Black Women Lawyers: 125 Years at the Bar: 100 Years in the Legal Academy</i>	79
Virginia Drachman, <i>The Equity Club in Historical Perspective, in Women Lawyers and the Origins of Professional Identity in America: Letters of the Equity Club, 1887–1890</i>	90
Renee Knake, <i>Hidden Women of History: Flos Greig, Australia’s First Female Lawyer and Early Innovator</i>	107
Chapter 3. Intersectionality in Leadership	111
Introduction.....	111
Thought Questions	113
Jonathan K. Stubbs, <i>A Demographic History of Federal Judicial Appointments by Sex and Race: 1789–2016</i>	113
Kimberle Williams Crenshaw, <i>Twenty Years of Critical Race Theory: Looking Back to Move Forward</i>	120
Theresa Beiner, <i>Is There Really a Diversity Conundrum?</i>	131
Amber Fricke & Angela Onwuachi-Willig, <i>Why Female “Firsts” Still Matter for Women of Color</i>	141

Pat Chew, <i>Judges' Gender and Employment Discrimination Cases: Emerging Evidence-Based Empirical Conclusions</i>	148
Chapter 4. The Glass Cliff, Emotional Tax, Shortlisting, Life Admin, #MeToo and Other Post-Feminism Discrimination	155
Introduction	155
Thought Questions	157
Julie Ashby, Michelle Ryan & Alex Haslam, <i>Legal Work and the Glass Cliff: Evidence That Women Are Preferentially Selected to Lead Problematic Cases</i>	158
Elizabeth F. Emens, <i>Admin</i>	164
Dnika J. Travis and Jennifer Thorpe-Moscon, <i>Emotional Tax—A Challenge Companies Can't Afford to Ignore</i>	175
Laura A. Rosenbury, <i>Work Wives</i>	176
Hannah Brenner and Renee Knake, <i>Shortlisted: Women in the Shadows of the Supreme Court</i>	190
Anthony Michael Kreis, <i>Defensive Glass Ceilings</i>	192
Leslie P. Culver, <i>The Rise of Self Sidelining</i>	195
Chapter 5. Leadership in the Legal Profession	205
Introduction	205
Thought Questions	207
Justin Levinson & Danielle Young, <i>Implicit Gender Bias in the Legal Profession: An Empirical Study</i>	208
Alice Woolley and Elysa Darling, <i>Nasty Women and the Rule of Law</i>	223
Carla Pratt, <i>Sisters in Law: Black Women Lawyer's Struggle for Advancement</i>	235
Tonja Jacobi & Dylan Schweers, <i>Justice, Interrupted: The Effect of Gender, Ideology & Seniority at Supreme Court Oral Arguments</i>	242
Paula Schaefer, <i>On Balance: Leading by Leaving</i>	255
Saurabh Vishnubhakat, <i>Gender Diversity in the Patent Bar</i>	261
Chapter 6. Political Leadership	269
Introduction	269
Thought Questions	271
Attorney General v. Abbott	272
Carrie Sharlow, <i>Michigan Lawyers in History: Merrie Hoover Abbott</i>	279
Robert Yablon, <i>Campaigns, Inc.</i>	281
Ori Aronson, <i>The Next Forty Presidents</i>	284
Chapter 7. Corporate Leadership	291
Introduction	291
Thought Questions	294
Douglas Branson, <i>Pathways for Women to Senior Management Positions and Board Seats: An A to Z List</i>	295
Alexander M. Nourafshan, <i>From The Closet to the Boardroom: Regulating LGBT Diversity on Corporate Boards</i>	312

Jessica Fink, <i>Gender Sidelining and the Problem of Unactionable Discrimination</i>	329
Melinda S. Molina, <i>Addressing the Lack of Diversity on Corporate Boards: Building Responsive Law School Pedagogy and Curriculum</i>	345
Chapter 8. Leadership in Other Contexts: Athletics, Higher Education, Medicine, Military, Science and More	351
Introduction	351
Thought Questions	352
Dominique Potvin, <i>A New, Data-Based Checklist to Help Boost Women in Science Leadership</i>	353
Erin E. Buzuvis, <i>Sidelined: Title IX Retaliation Cases and Women's Leadership in College Athletics</i>	355
Denise Cuthbert and Fiona Zammit, <i>Universities Need to Rethink Policies on Student-Staff Relationships</i>	372
Christy Harris Lemak, <i>When Women Advance in Health Care Leadership the Patient Wins</i>	374
Abigail Perdue, <i>Man Up or Go Home: Exploring Perceptions of Women in Leadership</i>	375
Chapter 9. A Guide for Restructuring the Pipeline to Power	377
Introduction	377
Thought Questions	378
Deborah L. Rhode, <i>Lawyers and Leadership</i>	379
Janet Stanton, <i>Gender Diversity in Law Land: Reason for Hope?</i>	387
Paula Monopoli, <i>Parity and the United States Supreme Court</i>	392
Renee Knake, <i>Testimony Before the Committee on Codes of Conduct and Committee on Judicial Conduct and Disability</i>	401
Elie Mystal, <i>Ineffectual Judicial Response to #MeToo Will Continue</i>	404
Terry Morehead Dworkin, Aarti Ramaswami, and Cindy Schipani, <i>The Role of Networks, Mentorship, and the Law in Overcoming Barriers to Organizational Leadership for Women with Children</i>	406
MaryAnn Grover, <i>They Still Just Don't Get It: Lessons of the #MeToo Movement Through the Lens of Supreme Court Nominations</i>	419
Hannah Brenner, <i>A Title IX Conundrum: Are Campus Visitors Protected From Sexual Assault?</i>	428
Conclusion	433
Appendix. Bibliography of Transformative Leaders Autobiographies/Biographies	435