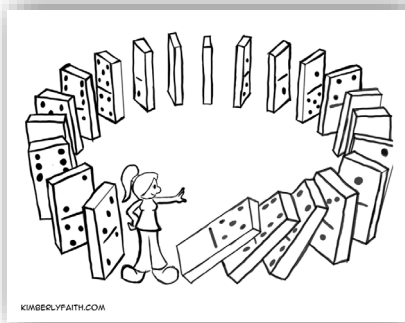


The #1 question at the end of 2017 was WHY - why now?

2017
April
Bill O'Reilly fired
June
Cosby mistrial
October
Harvey Weinstein scandal*
#MeToo Movement (global impact)
100+ men accused
November
Charlie Rose fired
Matt Lauer fired
December
Ray Moore defeat
TIME names Silence Breakers

Many only 'saw' the events as they were happening. The reality? There was a perfect storm. 2017 was a symptom of a MUCH larger story still unfolding. We have crossed over into a window of time I now call the "Epicenter of Change". . .



Cause and effect is far removed
in space and time . . .

1. With this event we crossed over an **invisible threshold**. Despite what side you were on, the mirror reflection of two extremes was the tipping point for a fundamental shift in the system . . .

2. Investigative journalists, Megan Toweey & Jodi Kantor at the New York Times, broke the initial story of Weinstein in October 2017. Why? Read the important story written by Brett Lang in [Variety Magazine](#). Key quote from the article is "There was a flare-up of public discussion around sexual assault and sexual harassment during the campaign with the "Access Hollywood" tape. Even though Trump went on to be elected, some of the women that she reported on still felt angered and empowered to come forward.

The Weinstein news was the first time a sexual harassment scandal was named after the man.



3. **Social Media** - The first time in history we have a tool to connect the dots of a much larger story. In Oct 2017, the #MeToo movement – originally started by Tarana Burke - spread to 85 countries.

#globalsisterhood

4. The intensity of the timeframe sent shockwaves through the system.

6. Individuals & organizations came face to face with their role in keeping issues hidden, shedding light on the darkness which is continuing to unfold. As we approach 2020, we are at the tip of the iceberg of what is yet to be revealed . . .

5. First time that the impact to the reputation of a company brand was GREATER than the cost of paying for silence. A sign of our entrance into a golden age of TRANSPARENCY and respect.

1848-1920
Women's Suffrage Movement

1849
Harriet Tubman and Underground Railroad

1865
Civil War ends

1868
14th Amendment (citizenship)

1872
Susan B. Anthony votes illegally

Late 1800's
Era of Rockefeller Railroads and Industrial Revolution

1906/1913
Loss of Susan B. Anthony/ Harriet Tubman

1920
On August 18, women earn the right to vote in the U.S.

1939-45
WWII - "Rosie the Riveter" era

1954-68
Civil Rights Movement
Brown vs. Board of Education

1963
Equal Pay Act
The Feminine Mystique book starts a revolution

1964-65
Civil Rights Act
Voting Rights Act

1969-71
Allegations against Bill Cosby start to surface

1972
Title IX passes

1973
Roe vs. Wade

1991
Thomas / Hill Harassment Trial

1993-01
Bill Clinton presidency

1995-2000
Internet becomes mainstream
Amazon/ Google created
Dotcom Bubble

1998-99
Clinton Scandal / Impeachment Hearings

1900's

2000-2002
Dotcom Bust

2001-09
Hillary Clinton as Senator

2007-08
Economic Crisis

2008-2016
Obama elected

2009-13
Hillary Clinton as Secretary of State

2013
Lean In book by Sheryl Sandberg

2000's

2015

2015
April
Hillary Clinton announces candidacy for presidency
June
Donald Trump announces candidacy for presidency
July
Hillary Clinton becomes 1st woman to become major party presidential nominee
December
Cosby formally accused and formally charged

2016
Trump elected in November
Million Women March planned (Jan 2017)

2017
April
Bill O'Reilly fired
June
Cosby mistrial
October
Harvey Weinstein scandal*
#MeToo Movement (global impact)
100+ men accused
November
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December
Ray Moore defeat
TIME names Silence Breakers

2018
Time's Up org. announcement
USA Gymnastics Nassar case
Cosby found guilty
Rise of Blockchain
Wrinkle in Time /Black Panther
Brett Kavanaugh Hearings

*first time harassment scandal named after the man

2019
Historic # of Women in Congress
AOC - Youngest Woman Elected
Election of Chicago Mayor
Abortion Ban Movement by States
Six female candidates running for President

2020
100th Anniversary of Women's Right to vote

2022

AN EPICENTER OF CHANGE

for the empowerment of women



2120
200th Anniversary of Women's Right to vote

KEY

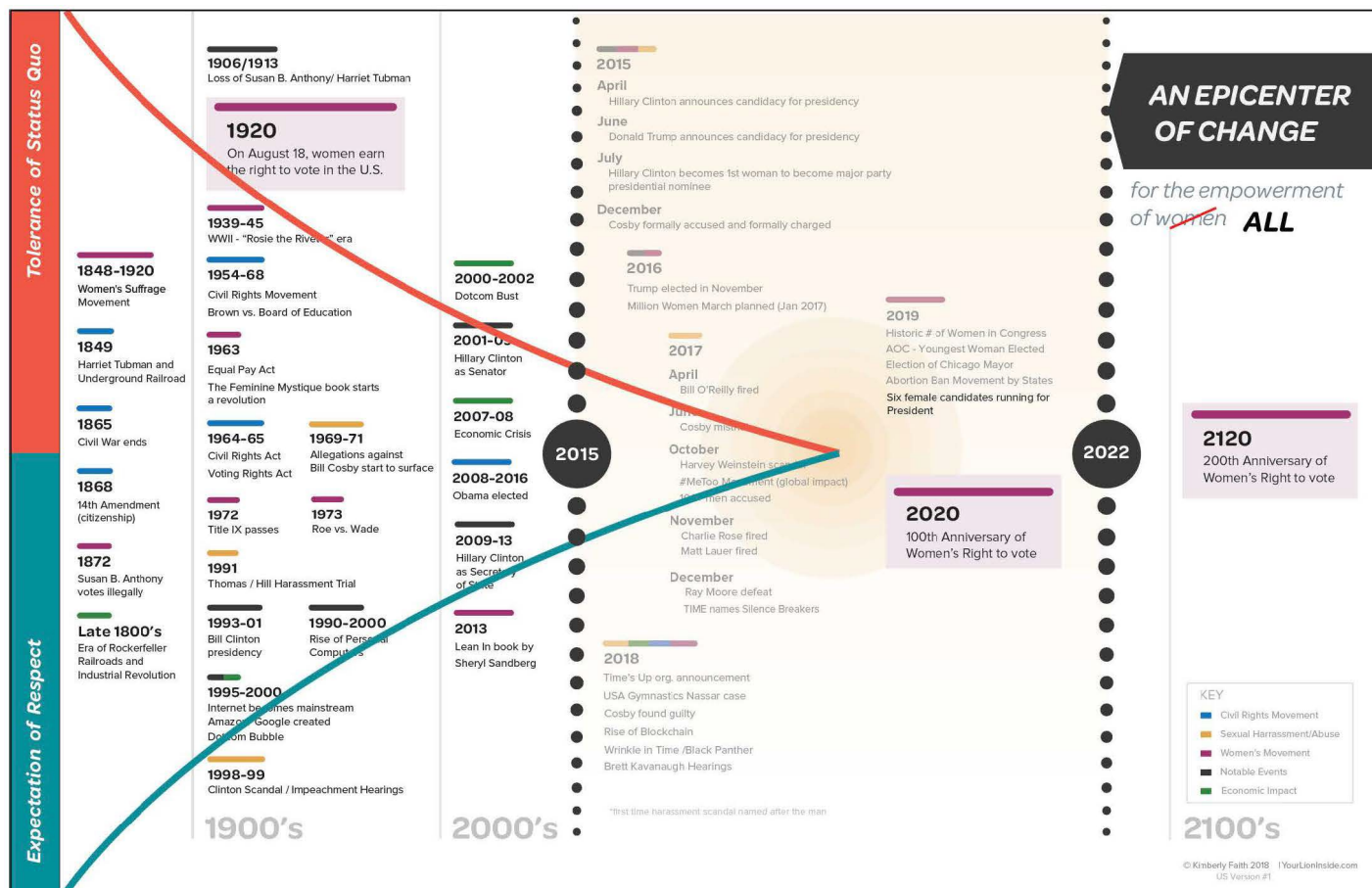
- Civil Rights Movement
- Sexual Harassment/Abuse
- Women's Movement
- Notable Events
- Economic Impact

2100's

Add when you were born AND when your mother was born . . .

Now we are at a choice point – the question is which way will the lines go. . .

#systemsthinking #systemsleadership



“Do not be surprised by the pushback you receive – collectively and individually. As we chip away at the Narrative and it grows smaller, fear will grow. This is a temporary reaction. Our collective empowerment will render some institutions and systems irrelevant. They will fight to stay alive. Stay the course and draw close to the sisterhood for strength. It is all part of the dance of change.”

Key quote from my book pg. 209

BOTTOM LINE?

You are a **VERY** important piece of the collective story unfolding

There are three key leverage points to drive significant change during this window of time. They are:

- 1. Focus on bringing men into the conversation** - Many are already doing so like Joanne Lipman, author of *That's What She Said*, LeanIn.org, and others.
- 2. Focus on the “structures driving behavior”** - Initiatives driving conversations around issues like pay equity are vitally important. The unintended consequence of structures we have considered to be “the way things are done” is they are unconsciously driving inequality.

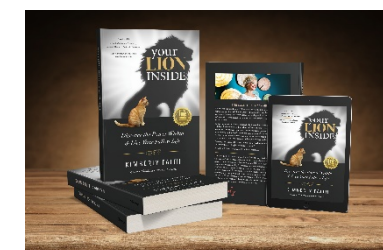
The conversations being driven by women like Emily Chang, author of *Brotopia*, is courageously bringing awareness to changes needed in Silicon Valley which is **CRITICAL**. Silicon Valley is driving the creation of new technologies like **artificial intelligence (AI)** that will significantly impact the future of society as a whole.

3. Focus on individual change AND collective change

This is where my award-winning book *Your Lion Inside: Tapping into the Power Within* fits into the unfolding story. The sobering reality is many women still have deeply ingrained mindsets hidden in the subconscious from past generations which are impacting us today. Mindsets being passed on to our daughters and the young women we mentor. **We have unconsciously become a partner in keeping the old Narrative alive – the one we are so adamant about changing.** This window of time is a game changing opportunity to invest as much attention – or more - to our internal story as we are the external one.

*We would not wear our grandmother's clothes today;
so WHY are we still wearing her mindsets?*

YourLionInside.com
Kim@KimberlyFaith.com
PODCAST: The Sisterhood Report



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