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| Document 1: ''Marilyn Loden, Who Championeda Feminist Metaphor, Dies at 76'', by Penelope Green, *The New York Times*, September 2022 | Document 2: by Nate Beeler, *The Columbus Dispatch*, July 2016 | Document 3: ''There's good reason why strong female role models deter other women from aiming for the top'', by Martha Gill, *The Guardian*, April 2023 | Document 4: ''let's leave this place roofless'', by rupi kaur, *the sun and her flowers*, 2017 |
| obituary | cartoon | Opinion article | Poem + drawing |
| At a 1978 feminist conference, Marilyn Loden refused to accept ''poor self-image'' and ''self-deprecating behaviors'' as explanations for what limited women at work. To her, ''an invisible barrier to advancement'' was to blame = ''the glass ceiling''. That was when she coined this expression which became an enduring metaphor (although authorship has been disputed). It appeared in print in 1984 & was included in the dictionary in 1993.At the time, women were making progress at work and in politics, but they still could not reach the top. And there was still gender discrimination at work: a man got a promotion Ms Loden deserved because ''he was the main breadwinner and so needed the money more.''Today, the phrase ''glass ceiling'' is largely used. Ex: the Glass Ceiling Index ; Hillary Clinton said that America had fallen short of shattering the glass ceiling when she lost in 2008 and 2016.Today, this metaphor has been adapted to refer to other types of discrimination. Ex: ''bamboo ceiling''.In 2018 Ms Loden said she hoped ''glass ceiling'' would become an outdated phrase.In a book about female leadership, she argued that women should not try to lead like men and that so-called ''female'' traits were not obstacles to good leadership, but were actually assets. | The cartoon was published right after Hillary Clinton won the Democratic nomination (against Bernie Sanders) for the 2016 US presidential election.A mother is holding her young daughter in her arms. The mother is a supporter of Hillary Clinton (as her ''H'' badge suggests) and she is celebrating Hillary Clinton's nomination because it is a step forward for women. (''History is being made!'') It gives hope to women, especially younger ones, that the world is changing and becoming more accepting of women.The cartoon is ironic: it shows that what people celebrate as progress (i.e. the fact that for the first time a woman is the presidential nominee of a major US political party and thus has a real chance of becoming president of the USA) is not moral/ethical progress because Hillary Clinton's behavior is unethical. (According to the cartoonist, she ''cheat[ed], scheme[d], and deceive[d] [her] way to the White House'')The cartoonist lampoons Hillary Clinton. She is not presented as an experienced and intelligent politician but as a cheat, a schemer, a con artist. To him, the only progress she represents is that now women can behave as poorly as men and succeed too, which is hardly progress. She does not bring more morality into politics. Politics is not better for Hillary Clinton's nomination. | Usual story = Every time a woman is appointed/elected to a leadership position, it is presented as a ''breakthrough moment'' for women. Latest example: Rain Newton-Smith, who became the boss of the Confederation of British Industry, a very misogynistic association.Assumption that the more female role models there are, the more young women will be inspired to follow their lead. But that is patronising. All it takes to overcome centuries of entrenched misogyny is not just a few strong women.The opposite is sometimes true: in 1955, Coya Knutson became the first woman elected to Congress from Minnesota. She was so criticized for prioritizing her career over her family that it took 40 years for Minnesota to elect another woman to Congress. Similar examples in Malawi and Australia. A study of Indian state elections shows that female electoral victories do not lead to more aspiring female politicians.Simply placing women in high-ranking jobs is not enough: as they are often mocked and ridiculed no other woman wants to follow their lead. Women see these cautionary tales as such. This explains why many women are currently leaving politics and are replaced by men. The number of women in politics is no longer rising. Same in tech.In our patriarchic society, overachieving women are punished (with mockery and narrower romantic prospects) while submissive women are praised. | A seven-line poem about women shattering the glass ceiling + a drawing illustrating the message of the poemPoem: ''we'', ''our'', ''us'' = all women, community, unity momentum / movement that cannot be stopped (''that cannot be contained'') the legacy of gender discrimination (''all we've endured'') leads women to destroy the glass ceiling (''has prepared us for this'') Breaking the glass ceiling is the natural course of history ; women have had enough. She encourages other women to join the fight and to use strength (''bring your hammers and fists'' ; title ''let's leave this place roofless'') ''we have a glass ceiling to shatter'' = women's mission A call to get fully rid of the glass ceiling = ''let's leave this place roofless''Drawing: 2 women, each standing on one of the upper rungs of a ladder, each with a hammer in her hand, each hitting the glass ceiling with it. Slivers of glass are falling down and some parts of the ceiling are already missing, having been broken. The women's faces are blank (no eyes, lips, nose, … ), maybe to enable all women to identify with them. They are on a ladder, which is reminiscent of the social ladder. It seems that what they have started will not stop until the glass ceiling is completely broken. |

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