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**A Study of Ruth Bader Ginsburg's Storytelling for
Gender Discourse Dilemma in China**

Report on Critical Inquiry

By

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ABSTRACT

In the field of online gender equality discourse in China, the prevalence of binary opposition and feminist stigma has become increasingly problematic. This paper aims to identify the factors that contribute to the intensification of gender discourse in China and to explore potential solutions by drawing on the storytelling of Ruth Bader Ginsburg, a leader in the legal field and a champion of women's rights and gender equality. Through RBG's emphasis on values and her stories of designated leaders to arouse emotional resonance, this paper seeks to provide positive references for establishing correct and positive concepts of equal rights in China. Specifically, this study proposes using value-in-action stories to promote values and guide actions that can promote gender-responsive attitudes and behaviors. By analyzing 72 stories extracted from 16 transcripts of RBG's speeches from 1993 to 2019, this study finds that her values-based approach emphasizes perseverance, resilience, courage, empathy, leadership, collaboration, advocacy, determination, inclusivity, wisdom, independence, justice, and empowerment. The content analysis also reveals that the ultimate goal of feminism is not to restrict women's choices but to expand choices for all individuals. This requires a focus on individual rights rather than gender rights, as exemplified in RBG's storytelling. Overall, this paper provides insights into the potential of values-based storytelling to promote gender equality and human rights in China and beyond.

Author Keywords

Storytelling, leadership, Ruth Bader Ginsburg, gender equality, gender opposition, feminism, social media, Internet, China

BACKGROUND

With the development of society and the awakening of women's consciousness, more and more people are working hard to promote the development of gender equality. At the same time, there are many binary opposition ideologies causing gender confrontation incidents in the Chinese society, especially on the Internet. Wang (2022) indicates that gender issues have always been relatively sensitive in the current social environment. Their sensitive characteristics are related to a profound historical factor, which can be seen as the lack of women's power in Chinese history. With the continuous development of society, the power of gender equality continues to emerge, which forms all kinds of binary opposition that can be disseminated and discussed more conveniently in the network environment; these extreme binary oppositions influence online public opinions on various gender issues (Wang, 2022).

Zhang (2022) mentions an example in 2022 - some Chinese netizens promoted the so-called "lady first" or "female supremacy" concept on social media. These concepts include many extreme practices and speeches, such as advocating retaliatory violence against men and gender discrimination against men. However, these remarks and actions did not get the support of most netizens but instead aroused some

voices of opposition and resistance. Some netizens believe that these concepts are not true feminism, but a way of exacerbating gender antagonism, which will lead to a further intensification of social conflicts. At the same time, some netizens also pointed out that this approach is like the satire of traditional masculinists and will further strengthen gender antagonism and discrimination. This case shows that incorrect feminist concepts and remarks may exacerbate gender antagonism and social contradictions and are easily used by others to strengthen gender discrimination and antagonism. We need to enforce the supervision and guidance of Internet remarks to avoid the emergence of extreme remarks, and to advocate the establishment of a truly equal and inclusive society where everyone can gain respect and equal opportunities.

Storytelling is an effective way for people to establish an emotional connection to a concept or idea, which can strengthen the existence of this concept in people's minds, and then influence their behavior and decision-making. Kotler et al. (2016) point out that through storytelling, brands can build emotional bonds with consumers, thereby enhancing brand awareness and loyalty. Storytelling not only can affect individual thoughts and behavior but also can affect the public opinion of the whole society. In their research, Van Laer and Van Aelst (2010) found that story elements in political advertisements can enhance the public's trust in candidates and interest in political topics, which in turn has an impact on the public opinion of the entire society. Storytelling is an effective way to control discourse power, allowing storytellers to gain higher discourse power and more diffuse influence on a topic. Javidan et al. (2013) found in their research that the storytelling of organization leaders can establish a leader image among employees, shape organizational culture, and enhance employees' sense of identity within the organization.

The Chinese society and even the whole world need storytelling, and people need the storytelling of leaders rather than ordinary people. The storytelling of leaders is more convincing and influential because their experiences and perspectives can convey broader values and visions. Gardner and Laskin (1995) indicate that when leaders shape organizational culture and communicate vision, they can express their views and values more vividly by telling stories. The power of a story lies in its ability to evoke emotional resonance, making it easier for the audience to accept and understand the leader's intentions and decisions. Boal and Schultz (2007) mention that the storytelling of leaders can enhance employees' sense of identity and belonging, stimulate employees' passion and motivation, and improve organizational performance. In addition, they also emphasize the role of leader storytelling in spreading organizational culture and leading organizational change.

Therefore, by studying the storytelling of a leader in a related field, we can understand how this person conveys her views and values through storytelling, then draw inspiration from it to explore how to guide and shape public opinion better to find solutions to the "gender opposition" problem in China's Internet society. To fulfill this purpose, the history and experience of the American affirmative action movement can bring valuable inspiration. As a democratic country, the United States has experienced fierce affirmative action movements. In this process, there are some outstanding affirmative-rights leaders, such as RBG, who promoted the affirmative-rights movement through her powerful dissents and leadership. Her successful experience can provide valuable inspiration and suggestions for facilitating gender equality in China. Since RBG passed away in September 2020, China's mainstream media has widely reported on her death and her contribution to feminism. According to Baidu Index (n.d.), China's largest search engine, RBG began to receive attention after September 2020. In September 2020, the search index peaked and then declined, but remained at a high level. It shows RBG's relatively high recognition in China. By studying the story and leadership of RBG, it may be possible to discover some new ideas for promoting gender equality in China and solving "gender opposition". RBG advocates legal means to solve the problem of gender discrimination, which is consistent with the concept of a constitutional society emphasized in the Chinese affirmative action movement. This study will analyze the storytelling of RBG, the leader of gender equality in America, to find some new ideas for the development of China's

rational gender equality thinking in response to the “gender opposition” issue of Chinese online public opinion.

LITERATURE REVIEW

Storytelling in Leadership

Leadership and storytelling are two concepts that have been linked for years. Story is a powerful tool for communicating complex ideas and motivating people to action. In recent years, scholars have paid increasing attention to the role of storytelling in leadership.

Storytelling is related to organizational communication and meaning making, and narratives are essential for participants in the construction and attention of organizational meaning (Gergen & Gergen, 2006). Managers use storytelling and narratives to influence followers' behavior in their organizations, including their values and feelings (Auvinen et al., 2013). Leaders are storytellers who use narratives to create a shared vision and inspire action in followers. The importance of story structure is also emphasized; a well-told story must have a clear beginning, middle, and end (Gardner & Laskin, 1995).

As a leader, telling stories to communicate with the audience about identity and vision is often necessary. The choice of stories must be representative and cannot be fabricated temporarily, which will not help to create an honest image of the leader. Proper storytelling needs to reflect the leader's true self and the choices the leader makes in life as a person (Denning, 2011). Parry and Hansen (2007) distinguished between leaders and stories, arguing that the stories that leaders tell rather than the leaders themselves guide people, emphasizing the importance of storytelling and the essence of leadership. This is because the stories that leaders tell can be used purposefully to build trust between leaders and their followers. Leaders are often perceived as a loof and unable to understand the concerns of rank-and-file employees (Lufthans & Avolio, 2003). As such, telling a relevant story will often provide greater credibility, which is critical to connecting with the audience. Sharing a story with employees and letting them know their problems and dilemmas are understood can help build trust (Denning, 2005).

Auvinen and Sintonen (2009) argue that to grasp the influence of stories fully, it is necessary to examine how both storytellers and listeners make sense of the stories they encounter by assessing the plausibility of the explanations they ascribe to them. Leaders are often known for providing a compelling vision and inspiring followers to take action to achieve it, often through storytelling. Narratives resonate with organizational reality, not just at the individual level (Gergen & Gergen, 2006).

Storytelling is an essential tool used by leaders (Bass & Steidlmeier, 1999). Stories can be used to create a culture and shared beliefs (Marshall & Adamic, 2010). For example, leaders can share their life stories to demonstrate their values. The personal characteristics of a storyteller can affect the storytelling process. These characteristics include people's assumptions, values, norms, culture, preferences, and attitudes. Furthermore, these characteristics shape the values and assumptions that the storyteller expressed, as well as where, when, and what the story takes place. Different audiences may interpret the same storytelling process in different ways. In this process, both the storyteller and the audience can become creators of meaning, co-creating meaning through their interactions (Abma, 2003).

In the process of storytelling, Denning (2005) emphasized that the leader should organize the story in a way that is comprehensible and engaging to the audience. He also emphasizes the importance of using stories to connect with people emotionally, which helps create a shared purpose with the audience. In addition, Walsh (2003) suggested that leaders adjust the structure of the story based on the audience. He believes leaders should first act on the values delivered in the story, which can persuade people to take action, build credibility, and inspire change.

Overall, storytelling is essential for leaders to communicate their vision and inspire followers to take action. The structure of a story and the flow of ideas is critical to its effectiveness, and the story should be relevant to the audience and emotionally engaging. By mastering the art of storytelling, leaders can create a shared vision and build a strong community within the organization.

Studies on Ruth Bader Ginsburg

Ruth Bader Ginsburg has profoundly influenced feminism, law, and culture (Wen, 2022). From the perspective of academic studies on Ruth Bader Ginsburg, most academic research on her is confined to the field of law, some are biographical, and few are about her speeches in rhetoric (Wen, 2022). Rand (2015) indicates that Ginsburg is a "participant in a larger cultural transformation" and that her dissent "offers up the law for reinvention and transformation; it provides an opening for grassroots forms of advocacy that draw on popular culture and technology to spin the judicial dissent out of its institutional setting and into wider and more diverse contexts." Ginsburg is a leading figure in fighting for gender equality. According to Williams (2011), Ginsburg is a reconstruction feminist. She focused on different axes of gender and the relationship between work and family. She tried to free women and men from being forced to act based on socially determined stereotypes. Ginsburg offers a clear vision of reconstruction. Her ideal is for both men and women to simultaneously be involved in work and family. In addition, she was concerned with how sex role reversal could take place - men becoming family caregivers and women becoming breadwinners (Williams, 2011). Campbell (2001) researched RBG's efforts and contribution as a professor, lawyer, and justice to the women's rights movement. It describes Ginsburg's contribution to judicial change in the United States and analyzes how she contributed to the feminist movement and the implementation of strategies at a theoretical level. Swartz (2017) analyzes how Ginsburg has become an extraordinary pop culture icon. Ginsburg's image is used as a vessel for anything associated with her that is produced by circulation throughout the online culture.

Gibson (2012) indicates Ginsburg's repeatedly referencing the experience of different women rejects abstract and universal depictions of women and expresses women's differences through the stories of impoverished women, the constraints of adolescent women, and the experiences of victims of abuse; that her "feminist dissent undermined the generic requirements of judicial opinion to create a space in the language of the law to ask the 'woman question.'" Gibson (2019) indicates that Justice Ginsburg's skeptical writing style undermines the law's semblance of neutrality to expose the law's history as a tool of the patriarchy.

There is little scholarly work on RBG in China. Most of these scholarly works are book reviews and biographical sketches of Ginsburg's life. The theoretical study of RBG focuses on analyzing her typical cases in the legal profession and the feminism she represented. Zheng (2020) analyzes RBG's affirmative thinking and judicial practice. She describes RBG's outstanding contribution to the affirmative action movement in the US and points out that RBG's affirmative action ideology is mainly reflected in changing the stereotype of the division of labor between men and women.

In summary, there are many studies of RBG by Western scholars. These articles are mainly a collection of biographical and textual material relating to her. These studies provide rich information about RBG's life and judicial cases. Although there are some studies on RBG's ideas and contributions in China, the research on RBG's points in women's affirmative action is very limited. As a successful judge and feminist, RBG has expressed her views and shared her values with the public through books, conversations, and speeches. However, there is no study focused on Ruth Bader Ginsburg's storytelling.

Gender Dichotomy and Opposition in China

Gender opposition refers to the dichotomy of gender, which is closely related to feminism. The dichotomy is a common problem faced by human societies in the process of development. However, the

two sides of the binary positions are not equal. On the contrary, the dichotomy has a strong side and a weak side. To some extent, the stronger and weaker sides of the dichotomy are in a relationship of oppressing and being oppressed. From the perspective of feminism, the gender dichotomy between men and women is unequal (Jiang, 2009). The difference between masculinity and femininity is supposed to be two biological attributes. However, inequality between these two biological attributes emerges as the social process evolves. In the long turn, masculinity and femininity have been placed in opposite positions (Jiang, 2011). The male is the active element, and the female is the passive element; the male is the primary element, and the female is the secondary element.

Gender dichotomy is also attracting more attention in China. In recent years, comments with a clear tendency toward gender antagonism have appeared on Weibo, which is China's leading social media. Similarly, related topics for gender antagonism on social platforms such as Zhihu and Douban attract more relevant discussions. This phenomenon demonstrates that the gender dichotomy in China is already a concern and worry.

In addition, the gender dichotomy has also been exacerbated by the different mediums of the internet platform. Specifically, different platforms have different audiences, and users on the same platform are exposed to more information that interests them based on algorithms (Zheng & Jiang, 2022). It will gradually reinforce stereotypes and convince users of prejudices. People socialize with like-minded people and construct self-identity within a group identity. Also, they confirm their self-worth through misunderstanding and criticism of other groups (Wang, 2022). For example, in China's mainstream social media platforms, men are mostly active on platforms such as Hupu and Zhihu. Hupu is the largest cultural community website in China that focuses on sports events, and most of its audience is male, while Zhihu is positioned as a high-quality Q&A community. On these two platforms, the main viewpoints are mostly from a male perspective, and most of the discussions on gender issues are from a male standpoint. On the other hand, on Douban and Weibo, two platforms with more active female users, the dominant narrative tends to stand on a feminist perspective. The gender information exposed on the Hupu and Zhihu platforms tends to show criticism of the radical side of feminism and insulting interpretation of the existence of gender inequality, while on Douban and Weibo, more information on gender discrimination is posted and discussed. It expresses the difficulty of women's situation and condemns the male group, even including some inflammatory remarks (Liu, 2021).

Yi (2018) analyzes the stigmatization of feminism in China's online media. The study found a tendency for online media to associate feminism with negative labels. Feminists are perceived as strong and radical, and they hate male groups. She concludes that this phenomenon is caused by a lack of discourse among feminist-related groups and a lack of positive guidance from the mainstream media. This phenomenon only exacerbates the conflict between the two genders, which does not address the issue of gender inequality.

Storytelling and Gender Opposition

There is no direct research that focuses on the effect of storytelling and the dissolution of gender opposition. However, according to Wang (2022), although contemporary feminism faces a stigma in the online domain, women's demands for rights in various social fields have gradually eroded traditional gender-based discourses. Contemporary feminism attempts to deconstruct authoritative discourse while building a new discourse tradition. Also, the current lack of a system displayed in mainstream Chinese media is a rationalist strategy of feminism to confront patriarchy. However, feminism should strive to reconstruct a new narrative logic, promote the development of women's discourse power, and form new identity recognition. This logic is committed to subverting the order of binary opposition and pursuing a pluralistic logic of mutual understanding.

Based on the research of Bu (2006), women's discourse has been confined to the private sphere, but new media technology has empowered women to express themselves freely. Therefore, the concentrators of women's discourse power, opinion leaders on social media platforms, should guide feminist topics from personal narratives to collective narratives. Only when a strong collective narrative mode emerges can women's discourse gain the power of redefinition. Feminism should actively seek gender discourse that represents its rights, such as participating in politics and actively participating in the construction of public social discourse. When women can discuss public social topics on an equal footing with men, there will be a female perspective and female discourse in the public affairs field, and women will have the possibility of seeking equality in such participation.

In summary, the phenomenon of gender opposition is growing in China. This phenomenon has raised more concerns and worries. In addition, the stigmatization of feminism on the internet has further hindered the progress of feminism in China. However, there has been little discussion on how to eliminate this stigma and thereby alleviate gender opposition.

OBJECTIVES OF THE STUDY

The objective of this research is to address the current challenges facing feminist development in China, including gender opposition and the stigmatization of feminism on the internet. Despite the lack of academic discourse on solutions to these issues, this study will explore how the storytelling of Ruth Bader Ginsburg can inspire leadership and provide guidance for resolving China's gender discourse dilemma in promoting gender equality. By analyzing RBG's storytelling, this paper aims to provide actionable insights for eliminating stigma and mitigating gender opposition in China's feminist movement.

METHOD

The main method for this research is content analysis, which is frequently used by social scientists. Based on Krippendorff (2019), it is a research technique for making replicable and valid inferences from texts (or other meaningful matters) to the contexts of their use. Content analysis is the most appropriate method for this study to classify and discuss the meaning of words, phrases, and sentences. Using this approach, we would go deeper into the stories from RBG to learn more insights relevant to the current situation of gender in China. Generally, content analysis includes qualitative analysis and quantitative analysis, and this study focuses on qualitative analysis.

Procedure

- Defining key concepts such as “story” and “type” through selected frameworks.
- Identifying 9 scripts from the book *My Own Words* and determining the stories involved.
- Selecting 7 scripts from the public conversations and determining the stories involved.
- Conducting content analysis of each story with various approaches, including coding, labeling, and classification based on main characters and types. A coding sheet for this study is also used for later interpretation, analysis, and conclusion.
- Determining the reliability, discussing themes, main characters, and values of the stories, and drawing conclusions.

Definition of Story

The term “story” is highly subjective. An individual's definition of a story will vary from person to person. Inconsistent definitions can negatively impact data collection and future analysis. To avoid unnecessary problems, it is agreed to define the stories first before collecting data. Some scholars define stories as a series of causally linked events, while others view telling stories as goal-directed behavior toward resolving a problem, and still others define them in terms of specific components such as characters, settings, and plot (Stein, 1982). Characters make decisions and develop ideas based on logic and emotions; each

character in a story is unique, which makes the story riveting (Chintamani, 2022). In this study, a good definition concluded by us is “Successive, related events with the specific main character(s) and are accompanied by specific reasons behind.” This definition will be used in the subsequent analysis of this study.

Classification of Story Types

Using effective frameworks to categorize the “type” of stories is crucial. In this study, we will utilize Simmons’ model for classifying story types, given the definition of “story” as events that occur in a specific sequence to achieve specific objectives. Ginsberg, being a leader who uses stories to serve a purpose, also aligns with the framework of Simmons (2019).

According to Simmons (2019), stories can be classified into six types. And the words from her book *The Story Factor* can explain the specific meaning of each of them.

Type	Explanation
Who-I-Am Stories	The first question people ask themselves the minute they realize you want to influence them is, ‘Who is this person?’ A story helps them see what you want them to see about you.
Why-I-Am-Here Stories	Before you tell someone what’s in it for them, they want to know what’s in it for you.
Teaching Stories	Whatever your role in life, you have certain skills that you want others to have, too.
Value-in-Action Stories	The best way to teach a value is ‘by example.’ The second-best way is to tell a story that provides an example.
I-Know-What-You-Are-Thinking Stories	When you tell a story that makes people wonder if you are reading their minds, they love it.
Vision Stories	If your listener(s) are comfortable with who you are and why you are here, then they are ready to listen to what you think is in it for them.

Table 1. Story types and explanations.

Selection for Materials

In searching for Ruth Bader Ginsburg’s public speeches, it is found that many of her famous and classic speech scripts are documented in her book *My Own Words*, published in 2016. After reading the book, all the speeches containing at least one story and character in the book are selected, as a total of nine speech scripts for our analysis. These nine scripts contain stories related to equality and cover an extensive period from the earliest years of RBG’s life, which is more conducive to a comprehensive analysis. However, much of the more recent material after the book’s published date needs to be covered. At the same time, it was found that from 2013 to 2019, before her death, she went to numerous schools and media for public conversations, and during that period, she was very fond of using stories. In selection for her recent speeches, we found video recordings on YouTube uploaded by official organizational accounts with an average length longer than one hour containing in-depth conversations with rich content. The official recordings are credible, and the recency is perfect for filling the time gaps after the book. Hence, seven representative public conversations between 2013-2019 are included to enrich the data sources. -

Story Coding

The stories were coded to facilitate retrieval of the collected material and analysis of the stories. The code is divided into three sections, and each section will be connected by a hyphen. The first section, which consists of four digits, represents the year in which the story appears. The second section is a letter to distinguish the speech or conversation to which the story belongs. The same speech or conversation will be represented using the same letter. If the speeches or conversations took place in the same year, the one that happens first would be given the letter that comes first in alphabetical order. The number in the third section shows the telling orders of the stories within the same speech or conversation. 1993-A-1, for example, represents the first story that was told in the first speech or conversation in 1993.

Content Analysis

During the content analysis process, we utilized several methods, including labeling from various perspectives such as type, keywords, similarly themed stories, and key points of each story. By grouping these labels in different ways, we were able to identify patterns in the stories that revealed underlying values. To achieve this, we labeled all stories with a specific value and recorded the frequency of occurrence of different characters. After several rounds of discussion and analysis, we uncovered deeper insights. In the following section, we will present our key findings and provide a detailed discussion of our analysis.

Materials

There are two types of materials, critical speech scripts from the book *My Own Words*, and the public conversations after 2013, which took place mainly in universities. More details entailed in **Table 2**.

Year	Place	Speech / Interviewer
SPEECHES		
1993	Washington, D.C.	Rose Garden Acceptance Speech
1993	Washington, D.C.	Senate Confirmation Hearing Opening Statement
1995	New York City	Address to the American Jewish Committee's Annual Meeting
2005	Ventfort Hall in Lenox, Massachusetts	Remembering Great Ladies Supreme Court Wives' Stories
2006	Montreal, Canada	Address to American Sociological Association Annual Meeting
2008	Venice, Italy	Address to Wake Forest Law School's Summer Program
2009	Chicago	Address to Spertus Institute of Jewish Studies
2014	Baltimore	Address to Women's Bar Association of Maryland

2015	National Museum of Women and the Arts in Washington, D.C	Address to Seneca Women Global Leadership Forum
PUBLIC CONVERSATIONS		
2013	Harvard Law School	Martha Minow
2014	Cornell University	Gretchen Ritter
2016	European University Institute	Ruth Rubio Marín
2017	92nd Street Y	Charlie Rose
2018	Columbia University	Poppy Harlow
2019	University of Chicago	Katherine Baicker
2019	Duke University	Neil S. Siegel

Table 2. Details about the speeches and the public conversations.

The summary of the stories and type of story for each script identified are listed in Appendix A and Appendix B, respectively.

KEY FINDINGS AND DISCUSSIONS

The Key Findings and Discussions section of the study is divided into three sub-sections, which include story types, themes in RBG's personal stories and stories of other women, and actionable insights from RBG's storytelling. The ultimate outcome of the section is a collection of actionable insights that are relevant to eliminating stigma and mitigating gender opposition in China's feminist movement.

The study found that RBG's stories were primarily used to emphasize the core values she wanted to convey, and she achieved this using value-in-action stories and by frequently sharing stories of herself and four other female leaders. Further details of the findings and discussions are discussed in the following subsections.

Story Types

Type	Total Count
Who-I-Am Stories	16
Why-I-Am-Here Stories	9
Teaching Stories	7
Vision Stories	13

Value-in-Action Stories	68
I-Know-What-You-Are-Thinking Stories	1

Table 3. Number of stories for each type.

The framework of Simmons (2019) indicates the same pattern that 68 out of the 72 stories are Value-in-Action stories. By comparing the results of other story types, it is significant that the stories of RBG have a significant tendency to use values in her stories to inspire people to contribute in a helpful way to promoting gender equality. Simmons (2019) indicates that stories provide a means of imparting values that encourage independent thought and reflection in her definition of a Value-in-Action story. In RBG's value stories, she used different real-life examples to demonstrate how people deal with gender discrimination and emphasized different values to indicate some directions. By looking at the results of our analysis, there are 12 values implied in her stories that keep appearing - determination, gender equality, courage, perseverance, resilience, inclusivity, advocacy, wisdom, independence, empathy, justice, and empowerment. The pattern is like what the last section suggests. Among them, determination, gender equality, and courage were implied more than twenty times; perseverance, resilience, inclusivity, and advocacy were implied eight to nineteen times; wisdom, independence, empathy, justice, and empowerment were implied five to seven times.

No.	Value	Total Count
1	Determination	23
2	Gender Equality	21
3	Courage	21
4	Perseverance	19
5	Resilience	11
6	Inclusivity	8
7	Advocacy	8
8	Wisdom	7
9	Independence	7
10	Empathy	7
11	Justice	6
12	Empowerment	5

Table 4. Number of each value implied in stories.

Top Five Values

Twenty-three times of emphasizing determination show that RBG thinks it is essential that it fuels the passion and commitment needed to overcome obstacles and fight for gender equality. It encourages individuals to persist in the face of adversity and to never give up on their goals and aspirations.

Twenty-one times emphasizing gender equality demonstrates it is the core value that RBG often spoke about, emphasizing that all individuals should be able to have equal rights and opportunities regardless of gender. By promoting gender equality, RBG sought to break down the societal barriers and stereotypes that have historically marginalized women and prevented them from reaching their full potential.

Twenty-one times emphasizing courage shows it is crucial for fighting for gender equality because it often requires individuals to step outside of their comfort zones and take risks. It takes courage to challenge the status quo and advocate for change, especially when there is resistance from those in power.

Twenty-one times emphasizing perseverance demonstrate it is necessary because progress toward gender equality is often slow and met with setbacks. Perseverance encourages individuals to keep working towards their goals, even when the progress is not immediate or when faced with challenges.

Eleven times emphasizing resilience show it is important because fighting for gender equality can be emotionally taxing and draining. Resilience helps individuals bounce back from setbacks and challenges and maintain their energy and passion for the cause.

More Values

Inclusivity: RBG emphasized the importance of inclusivity in her stories because people can't achieve gender equality without including everyone. She believed that women's rights are human rights, and that gender equality should not only be for women but also for all individuals, regardless of their gender identity. Inclusivity is crucial to creating a world where everyone can enjoy equal rights and opportunities.

Advocacy: RBG was a tireless advocate for gender equality. She believed that advocacy was critical to advancing the cause of gender equality. Advocacy is necessary to bring attention to the issues faced by marginalized communities, including women. It helps to create awareness, build support, and mobilize action.

Wisdom: RBG was known for her wisdom and her ability to see the big picture. She recognized that achieving gender equality requires a deep understanding of the legal and social systems that perpetuate discrimination against women. Wisdom is essential to navigate complex systems and create effective strategies to achieve gender equality.

Independence: RBG emphasized the importance of independence because she believed that women should be able to live independently and make their own choices without being constrained by societal expectations or stereotypes. Independence is crucial to achieving gender equality because it allows women to have control over their own lives and make decisions that are in their best interest.

Empathy: RBG understood the importance of empathy in building strong relationships and creating a more just society. Empathy is essential to understanding the experiences of others and developing a sense of community. It helps to create a world where the needs and experiences of everyone are valued and respected.

Justice: RBG believed that justice was the cornerstone of a just society. She fought tirelessly to ensure that women were treated fairly under the law and to protect women's rights. Justice is essential to achieving gender equality because it ensures that women are not discriminated against and have the same opportunities as men.

Empowerment: RBG emphasized empowerment in promoting gender equality because she believed it was necessary for women to have control over their own lives and decisions. Empowerment can help to reduce gender inequality by providing women with the tools and resources they need to participate fully in society. It can also bring a positive impact on women's mental health by reducing feelings of hopelessness and helplessness. Empowerment can encourage women to participate more fully in political processes, which is essential for increasing representation and promoting gender equality.

Overall, the emphasized values in RBG's stories show a concrete path to fight for gender equality. By looking at the deeper meaning of these values in gender equality, to embark on actions based on these core values can inspire meaningful change and make a long-lasting impact on society.

Themes in RBG's Personal Stories and Stories of Other Women

Main Character	Story Codes	Number of Occurrences
RBG	1993-A-1; 2013-A-2; 2013-A-6; 2017-A-1; 2017-A-3; 2017-A-4; 2017-A-5; 2017-A-6; 2018-A-2; 2019-B-1; 2019-B-13	11
Justice O'Connor	2013-A-3; 2014-B-03; 2015-A-1; 2018-A-3; 2019-B-14	5
Sally Reed	2008-A-3; 2014-B-04; 2016-A-1; 2019-A-1	4
Gwendolyn Hoyt	2008-A-1; 2014-B-04; 2018-A-10; 2019-B-3	4
Lily Ledbetter	2017-A-2; 2018-A-9; 2019-B-16	3

Table 5. Number of occurrences for five main characters.

RBG's Personal Stories

Among RBG's personal stories, there are 11 stories that she likes to tell. Among these 11 stories, we divided them into three categories according to the story content and extracted and analyzed the key labels of the stories in this category. The three categories are RBG's Career Journey and Achievements, RBG's Personal Life and Relationships, and RBG's Health and Resilience.

In the first category, RBG's Career Journey and Achievements, including RBG's struggles to find a job after graduation due to gender discrimination, her clerkship with Gerald Gunther, her work as a law clerk and a professor of law, her career with the ACLU, focused on gender discrimination and women's rights, and her nomination and confirmation to the Supreme Court. Among these stories, there are four labels identified as best representing the messages she wants to deliver to the audiences. The first one is perseverance. RBG faced many obstacles in her life and career, including sexism and employment

difficulties, but she persevered in pursuing her goals. Second is justice and equality; throughout her career, RBG has been a firm believer in the importance of justice, and RBG has championed gender equality and worked hard to challenge discriminatory laws and practices. Third is compassion; RBG's commitment to equity and equality is rooted in a deep sense of empathy, empathy for those facing discrimination and oppression. This value of compassion for all people, regardless of gender, helps promote gender equality. The last one is inclusivity; RBG's advocacy for women's rights and gender equality is not limited to women, as she also fights for the rights of people of color, minorities, and other marginalized groups. Such values of inclusivity for all marginalized groups are important in promoting gender equality.

In the second category, RBG's Personal Life and Relationships, including her close and supportive partnership with her husband Marty, her balancing of career and family life, the influence of her mother's advice on her life, and her friendship with Justice Scalia. Among these stories, there are three labels identified as best representing the messages she wants to deliver to the audiences. The first one is family; RBG likes to tell stories about her family. She works very hard to balance her life between career and family and seeks to advocate for women's rights in a way that goes along with her family values. The second label is collaborative partnerships; RBG's relationship with her husband Marty is mutual support and collaboration. This value of equal partnership and collaboration between partners in their personal and professional lives helps to break down gender stereotypes and promote gender equality. The third label is inclusivity and cooperation; despite having different opinions from some of her colleagues on the Supreme Court, RBG believes in the importance of maintaining cordial and respectful relationships with other justices.

In the third category, RBG's Health and Resilience, including her coping with cancer and health challenges and her mother's advice to persevere and be independent. Among these stories, there are two labels identified as best representing the messages she wants to deliver to the audiences. The first one is resilience and determination; despite health challenges, RBG remains determined to continue working and advocating for equality for as long as possible. The second label is independence; RBG highlights the importance of individual women's independence in advancing gender equality.

By looking at the identified labels in her personal stories, we can see that in the field of pursuing her personal realization, she emphasizes the importance of being independent, perseverant, resilient, and determined. When it comes to others, she emphasizes empathy, compassion, inclusivity, collaboration, and justice.

Stories of Other Women

In addition to RBG's personal stories, we found that RBG told more stories about four women, including the occurrence of Justice O'Connor 5 times, Sally Reed 4 times, Gwendolyn Hoyt 4 times, and Lily Ledbetter 3 times. Among the stories of these women, we found some patterns through labeling.

Justice O'Connor

In stories about Justice O'Connor, she is the first woman to serve on the United States Supreme Court. She grew up on a ranch and faced discrimination in her career as a lawyer, having to volunteer for four months without pay before being hired. Despite these challenges, she became an exceptional lawyer and judge, known for her diligence, fast learning, and time management skills. She mentored and supported other women in law, including Justice Ruth Bader Ginsburg, whom she advised during her battles with cancer. Even after retirement, Justice O'Connor advocates for judicial independence and women's empowerment.

By analyzing Justice O'Connor's stories, we extracted three prominent labels from her stories. The first one is gender discrimination, women face discrimination, and it is difficult to obtain work and respect in a

male-dominated legal profession. The second one is resilience and determination, in her face of personal challenges, such as her difficult job searches and battling cancer, while she continues to work and excel in the workplace. The last one is mentorship and support, where women's justices support and encourage each other in the workplace, offering advice, encouragement, and support throughout their time together on the Supreme Court. Among these stories, it can be seen that RBG has repeatedly highlighted Justice O'Connor's resilience and determination.

Sally Reed

In stories about Sally Reed, her son died, and both she and her husband wanted to be the executor of his estate. However, Idaho law automatically designated the father because of his gender. Sally challenged the law, and the Supreme Court ruled in her favor, stating that it violated the Equal Protection Clause of the 14th Amendment. The case was a turning point in gender discrimination laws, as it was the first time the Supreme Court had struck down a law that discriminated between men and women.

By analyzing the stories of Sally Reed, we extracted four labels from her stories. The first one is gender discrimination; gender discrimination is common in many different areas of life and law, and women face many obstacles in achieving equality. Second is courage; Sally Reed did not get the support of the legal community at the beginning, but she still decided to speak up and challenge this unjust regulation and went through a tough litigation process. In these repeated stories, we can see that courage is an essential factor in having a chance to win. The third label is justice and equality; Sally Reed firmly believes that men and women should be treated equally in the law; her belief and the values of pursuing justice and equality won her many supporters and the final victory. The last one is perseverance; Sally Reed has remained true to her belief that women should be treated equally under the law. Even though she did not initially enjoy the support of the legal profession, her perseverance helped her ultimately succeed in changing attitudes toward women in the legal profession. At the same time, RBG's repetition of this case highlighted the importance of fighting for gender equality and the progress made toward this goal.

Gwendolyn Hoyt

Gwendolyn Hoyt was a victim of domestic abuse and killed her abusive husband in self-defense. She was convicted of second-degree murder by an all-male jury. In 1961, Hoyt challenged the all-male jury system and made people aware of the discrimination against women in jury service at her time. She hoped that women on her jury would better understand her state of mind and possibly convict her of a lesser crime.

In the stories of Gwendolyn Hoyt, we find these labels - the first one is gender discrimination; her case highlights the injustice that women have long endured in stereotyped roles in family and society. At the same time drawing attention to discriminatory practices in the jury selection process, the practice excludes women from jury service. Second is justice and equality; her story is a reminder that everyone deserves to be treated fairly and equally under the law, regardless of gender or situation. The last one is courage and perseverance; her courage to speak out and fight these injustices is an inspiring example of tenacity and determination that can encourage other people suffering from inequality to speak up and fight for themselves and others.

Lily Ledbetter

Lily Ledbetter was the only woman to be an area manager at a Goodyear tire plant, where she discovered that she was paid less than her male colleagues. She filed a Title VII lawsuit and won, but the Supreme Court dismissed her claim due to a time limit. Ginsburg dissented, arguing that Ledbetter's paychecks renewed the discrimination and that the time limit was unfair. The dissent led to the passage of the Lilly Ledbetter Fair Pay Act, which adopted the paycheck rule and extended the time limit for filing claims.

In the stories of Lily Ledbetter, we find these labels - the first one is gender discrimination; Lily Ledbetter's case sheds light on gender-based pay discrimination and the challenges women are facing in

addressing it. Second is the importance of persistence and advocacy; Lily Ledbetter is determined to fight for her rights, and RBG indicated the importance of persistence and advocacy in achieving gender equality in telling Lily's stories. The last label is the value of legislative action; the passage of the Lilly Ledbetter Fair Pay Act underscores the value of legislative action in addressing gender inequality and the importance of advocating for policy changes to achieve gender equality.

Further Findings

Among the stories of these four women, there are also some other prominent labels - The first one is intersectionality; the stories demonstrate that gender inequality intersects with other forms of discrimination, such as race and class, and understanding and addressing these intersections are important for achieving true gender equality. The second is leadership; each of the women in these stories showed leadership in their way. Whether it was through speaking out, taking action, or inspiring others, they all played a role in advancing gender equality. The third one is collaboration; women in these stories worked together with others to achieve their goals. By collaborating and building alliances, they were able to make a greater impact than they would have individually. The last one is advocacy; the women were not content to simply accept the status quo. They spoke out against discrimination and advocated for change, inspiring others to do the same.

Overall, the behavior and values of these women demonstrate that achieving gender equality requires a multifaceted approach that involves perseverance, resilience, courage, empathy, leadership, collaboration, and advocacy. Embracing these values, we can work towards a more equitable and just society for all human beings.

Actionable Insights from RBG's Storytelling

The study's content analysis revealed that RBG conveyed her values through specific individuals, events, and actions, using these values to guide actions and evoke emotional resonance within her audience. Her leadership in promoting gender equality was characterized by a range of values, including perseverance, resilience, courage, empathy, leadership, collaboration, advocacy, determination, inclusivity, wisdom, independence, justice, and empowerment. Through her stories and actions, she emphasized the importance of these values in creating a more just and equitable society, which has actionable implications for eliminating stigma and mitigating gender opposition in China's feminist movement.

From RBG's storytelling, three actionable insights can be derived:

- 1) Belief in the power of determination and perseverance to overcome obstacles and make progress toward gender equality.
- 2) Recognition of the importance of empathy, collaboration, and advocacy in bringing people together and creating meaningful change.
- 3) Unwavering commitment to inclusivity and justice, emphasizing the importance of wisdom, independence, and empowerment in promoting gender equality.

Overall, RBG's leadership and storytelling serve as an inspiration to those who continue to fight for gender equality today, informed by the values she held and conveyed through her stories.

CONCLUSION

This research aims to address gender opposition on the internet in China and the broader issue of gender inequality. Despite progress, many still hold outdated views on gender equality. Through the analysis of RBG's storytelling, actionable insights have been identified that are relevant and significant to eliminating stigma and mitigating gender opposition in China's feminist movement. The true goal of feminism is not to limit choices for women but to expand them for everyone. This requires a focus on

individual rights rather than gender rights. Choices regarding pregnancy, marriage, and career are influenced by a variety of factors, including biology, but ultimately depend on one's moral compass and sense of responsibility. Gender equality is not about victimizing any gender. As the poem *For Every Woman* by Smith (2014) points out, women's liberation leads to male liberation because both genders are subject to societal pressure to conform to certain standards. RBG believed in speaking out for male victims as a means of promoting gender equality. Instead of seeking power over one another, men and women have the right to enjoy equal treatment. The problem of gender opposition stems from a lack of understanding and empathy for one another's experiences. The storytelling of RBG inspires focusing on personal growth and expression and using specific stories and leaders to inspire thought, so we can move towards a more just and equitable society.

LIMITATIONS

This study has several limitations. First, time and resource constraints limited the depth and breadth of the research. The study relied primarily on internet and book sources to gather RBG's story, which may be incomplete and biased. Detailed interviews and site visits were not conducted, which would have provided a more nuanced and accurate understanding of RBG.

Second, team members collected, summarized, and analyzed the stories from Justice Ginsberg's speech and conversations. Despite cross-checks and revisions, the results may still have subjective bias and uncertainty due to the different cultural and temporal backgrounds of the researchers.

Finally, the study's conclusions were solely based on textual analysis and did not consider other factors that may have influenced RBG's life and achievements. Therefore, the results of this study cannot be directly applied to explain other aspects of RBG and have limitations and limited extrapolation.

RECOMMENDATIONS FOR FUTURE RESEARCH

RBG feminism is a complex and multifaceted topic that can be examined from various cultural perspectives. From a Western cultural perspective, RBG has been viewed as a pioneer of modern feminism whose legal work and advocacy for women's rights had a profound impact on the status of women in the United States. From other cultural perspectives, RBG's story may be seen as a broader issue of social justice that transcends gender and race, as she also made significant contributions to the promotion of equality, the fight against discrimination, and the promotion of inclusivity. RBG's personal and professional life was closely linked to social change and political events in American history, as she faced racial and gender restrictions and discrimination while attending law school in New York City, fighting for civil and women's rights, and working on the Supreme Court.

To further explore RBG's legacy, future research could analyze primary sources, including her judicial opinions and dissents, as well as her legal philosophy and values. Such analysis would contribute to a deeper understanding of RBG's legacy and the ways her values promoted gender equality and social justice. Quantitative research methods could complement the qualitative analysis of this study, such as surveys or experiments, to further understand how RBG's values and principles resonate with different groups of people and provide insights into how gender equality and social justice can be further advanced in the future. Overall, RBG's life and values should be examined from multiple perspectives and through different data sources and research methods to gain a more comprehensive and accurate understanding, which will help us better understand and apply RBG's legacy to further advance gender equality and social justice in the future.

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APPENDIX A. CODING SHEET FOR SUMMARIES

Codes	Summary
1993-A-1	My law school class in the late 1950s numbered over 500; that class included less than 10 women. As the president said, not a law firm in the entire city of New York bid for her employment as a lawyer when she earned the degree. Today, few law schools have a female enrollment under 40 percent, and several have reached or passed the 50 percent mark. And, thanks to Title VII, no entry doors are barred.
1993-A-2	In the high school yearbook on Jane's graduation in 1973, the listing for Jane Ginsburg under "Ambition" was: "To see her mother appointed to the Supreme Court." The next line read: "If necessary, Jane will appoint her." Jane is so pleased that Mr. President did it instead. Her brother James is, too.
1993-B-1	Despite the heavy demands on his time, during trying days of budget reconciliation, Senator Moynihan accompanied me on visits to Senate members, he gave over his own desk for my use, he buoyed up my spirits whenever a lift was needed. Last night, he sent me the most beautiful roses. In all, he served as the kindest, wisest counselor a nominee could have.
1993-B-2	I am a Brooklynite, born and bred—a first-generation American on my father's side, barely second-generation on my mother's. Neither of my parents had the means to attend college, but both taught me to love learning, to care about people, and to work hard for whatever I wanted or believed in. My grandparents had the foresight to leave the old country, when Jewish ancestry and faith meant exposure to pogroms and denigration of one's human worth.
1995-A-1	Emma Lazarus was a Zionist. She loves writing and published her first volume of poetry at age 17 until died from cancer at age 38. Her works showed her love for people. Her poem "The New Colossus," is on the pedestal of the Statue of Liberty, welcoming generations of immigrants to America.
1995-A-2	Anne Frank was born in the Netherlands in July 1929, age 15 imprisoned at Bergen-Belsen wrote her powerful insights in her diary. She mentioned that the injustice of gender was bothering her, females are always thought to be inferior to men. Men dominated women for so long and are deeply entrenched. But fortunately, in some countries, they are equal, and more and more people realize this situation is wrong.

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1995-A-3	The sons of the deceased in Jewish traditional funerals recite the prayer Kaddish, and Hadassah's founder Henrietta Szold's parents had no sons, and a non-relative male offered to say the Kaddish, mentioning it is customarily reserved for men. But she wrote to reject the offer, replying that when her father died, her mother would not allow anyone to replace her daughter to say the Kaddish, so she is acting in her spirit at her mother's funeral. She handles things in a decent way and tolerates differences in religious issues with tolerance and appreciation.
2005-A-1	Malvina Shanklin Harlan, whose memoir was critically acclaimed, was described as a gifted storyteller. Her husband, Justice John Marshall Harlan, was a Kentuckian who owned slaves. She came from a Northern anti-slavery family. While on the bench, she continued to pursue her interest in music and eventually lived abroad on her own while her husband returned to the United States to serve on the court. I present many slices of my life that are historically significant in my memoir.
2005-A-2	Nellie Herron, who never hid her wisdom even before her marriage in 1886 as a young lady. Her husband William Howard Taft has always been attracted by her wisdom, most admired her desire for knowledge and ability to work, she said she is living for learning. She kept her eyes on the presidency of the United States, and have huge influence on her husband, rejected President Roosevelt's appointment of her husband as Chief Justice of the Supreme Court. She helped her husband make various major choices and gave visionary advice throughout her life. In 1909, she finally became the first lady, the first lady to drive by herself.
2006-A-1	In 1869, Arabella Mansfield of Iowa became the first woman to be admitted to the practice of law in the United States. That same year, St. Louis Law School became the first school in the country to open its doors to women.
2006-A-2	In 1919 Barbara Nachtrieb Armstrong was appointed to the faculty of Berkeley (Boalt Hall) Law School and in 1923 she was appointed Assistant Professor, becoming the first woman to receive tenure at an American Bar Association approved law school.
2006-A-3	Florence Allen was the first woman ever to serve on the Third Federal Court. Prior to joining the federal bench, Allen achieved many "firsts" in Ohio: the nation's first female assistant prosecutor; the first woman elected to a court of general jurisdiction; and the nation's first female state supreme court judge. During her tenure on the Sixth Circuit, Allen eventually served as Chief Judge of that circuit.
2008-A-1	Gwendolyn Hoyt killed her husband because of his abuse. Gwendolyn Hoyt was convicted of second-degree murder by an all-male jury. She thought if women were on the jury, they might have better comprehend her state of mind. But the Supreme Court rejected her.
2008-A-2	A woman who owned a tavern and her bartending daughter were put out of business because the Michigan's ban on women working as bartenders, unless the woman's husband or father owned the establishment.
2008-A-3	Sally Reed lost her only child and sought to take charge of her son's few belongings. The boy's father, Cecil Reed, later applied for the same appointment. An intermediate appellate court ruled in Sally's favor, but the Idaho Supreme Court ruled against her. Ultimately the Supreme Court unanimously declared Idaho's male preference statute unconstitutional, a plain denial to Sally Reed of the equal protection of the state's law.
2008-A-4	In 1972, Paula Wiesenfeld, a New Jersey public school teacher, died in childbirth. Her husband, Stephen Wiesenfeld, sought to care for the baby personally, but was denied child-in-care Social Security benefits then available only to widowed mothers, not to widowed

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	fathers. Stephen Wiesenfeld won a unanimous judgment in the Supreme Court.
2008-A-5	The Marine Corps had elevated a career female officer to the rank of three-star general, ironically perhaps, in charge of manpower and planning. Women in service were guarding the Tomb of the Unknown Soldier, flying planes, doing so many things once off-limits to them. The Supreme Court held in <i>United States v. Virginia</i> that the state had a choice: it could admit women to VMI, or it could close the school.
2008-A-6	Captain Susan Struck, an Air Force, became pregnant. She was offered this choice: have an abortion on base or leave the service. She undertook to use no more than her accumulated leave time for the birth, and she had arranged for the baby's adoption immediately after birth. She sued to fend off the discharge Air Force regulations required. She lost in the court of first instance and in the Court of Appeals. The Supreme Court agreed to hear her plea. Solicitor General Erwin Griswold saw loss potential for the government. He recommended that the Air Force waive Captain Struck's discharge and abandon its policy of automatically discharging women for pregnancy. The Air Force did so, and the solicitor general thereupon moved to dismiss the case as moot. She was out no pay or allowance. She couldn't get flight training. However, today, it would be hopeless, I believe, to endeavor to reserve flight training exclusively for men.
2009-A-1	Benjamin was born in 1811 in St. Croix, Virgin Islands, and was a prominent New Orleans lawyer. His childhood was deeply steeped in Jewish tradition, but he married outside the Catholic rite and did not observe Jewish law or celebrate Jewish holidays. However, he could not escape his Jewish identity because the world in which he lived would not allow him to do so. Benjamin was the first recognized Jew to win a seat in the United States Senate. He then served as Minister of Justice, Minister of War, and Secretary of State in the Cabinet. Benjamin later experienced a period of anti-Semitism in the United States, so he fled to England, where he composed a work. It was first published in 1868 and became a legal classic. Benjamin was also greatly praised and became one of the highest paid and highly respected lawyers.
2009-A-2	Brandeis is the first American Jewish judge to serve on the Supreme Court. Brandeis was a lawyer and jurist who served on the United States Supreme Court from 1916 to 1939. He was known for his progressive views on social and economic issues, and he played a key role in developing the legal doctrines of privacy and freedom of speech. He was dedicated to providing pro bono legal services to the people. And, he was also a member of the women's movement, helping to defend women's rights. He also supported Zionist ideas.
2013-A-1	Before I got married. My mother-in-law told her that a perfect marriage needs to become deaf. I found out that not only is this valid for marriage, but also for faculty sometimes.
2013-A-2	Malvina Shanklin Harlan, whose memoir was critically acclaimed, was described as a gifted storyteller. Her husband, Justice John Marshall Harlan, was a Kentuckian who owned slaves. She came from a Northern anti-slavery family. While on the bench, she continued to pursue her interest in music and eventually lived abroad on her own while her husband returned to the United States to serve on the court. I present many slices of my life that are historically significant in my memoir.
2013-A-3	Justice O'Connor tells me graduated a few years before, I was at the top of her class. And there was still no offer, so I volunteered to work for a county attorney for four months with no pay. And the understanding was that, if I did a good job, then they would put me on the payroll.
2013-A-4	The ACLU in New Jersey was beginning to get complaints from women, mostly teachers. And their complaint was the school says they must leave the moment they begin to show

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	their pregnancy. And they call it maternity leave. But what it means is you are forced out of the classroom in the fourth month, the fifth month. And the leave is without pay. You have no guaranteed right to return. If they want you, they will call you.
2013-A-5	And another type of case, a woman who-- this one worked at the Lipton Tea plant-- her workplace had a good health insurance package. Her husband did not, so she wanted to get family coverage from her employer. However, she was told that family coverage was available only to male workers, not female
2013-A-6	There were times when there was no one to look after the children, and I was forced to stay at home to look after her children, and during that time I thought I wanted the balanced life, both career and family and not exclusively one.
2014-A-01	Lockwood was repeatedly treated unfairly at school and in the workplace because she was a woman. In 1876, she applied to become a lawyer on the US Supreme Court, but her application was rejected due to gender discrimination. However, she did not give up, and after three years of lobbying, Congress enacted an act allowing women to practice before the Supreme Court. Later, Lockwood devoted herself to fighting for the political and civil rights of women and disadvantaged groups. As a result of her efforts, more and more laws protecting women's rights have been implemented and more and more women have been able to practice law.
2014-B-01	My respect for the First and Fifth Amendments stemmed from Professor Robert Cushman's university research in which I tracked the "blacklist" of the McCarthy-era entertainment industry. I noted that the university shunned zoologist Professor Marcus Singer, who was told he could not teach in the shadow of the communist scare. Singer was convicted of 22 counts of contempt of Congress in 1956 but was acquitted a year later. I saw attorneys risk their professional reputations to defend citizens' constitutional rights before Congress through this experience.
2014-B-02	At Cornell, I was introduced to Marty Ginsburg, who became my life partner until his death in 2010. In our story, I mention that the most important thing on my mind at the time was that my future husband "was the first man I ever dated who cared if I had a brain."
2014-B-03	In 1993, President Bill Clinton appointed me as the second woman U.S. Supreme Court justice after Sandra Day O'Connor. O'Connor was like a big sister and a steadfast mentor for me because she thrives in a male-dominated culture and fought cancer. O'Connor returned to the bench nine days after breast cancer surgery and advised me to schedule chemotherapy for colorectal cancer on a Friday so I would get over it over the weekend and be back in court on Monday. Hard, steady work helped me undergo a six-week course of radiation therapy beginning in 1999 and again a decade later for pancreatic cancer. As a cancer survivor, she appreciates the joy of being alive even more.
2014-B-04	1961 Hoyt v. Florida, Gwendolyn Hoyt, killed her husband and received a jail sentence for second-degree murder, she challenged the all-male jury and made people aware of the situation that all females were rejected for jury service during the time. The law differentiated arbitrarily between men and women during then. Turning point case 1971 Reed v. Reed, how an Idaho woman changed gender discrimination laws. Sally Reed lives in Boise and is separated from her husband. When their son died, both parents wanted to be executors of his estate. However, Idaho law automatically designates the father because he is male. This is the first time the Supreme Court has struck down a law that discriminates between men and women. 1975 Weinberger v. Wiesenfeld, Wiesenfeld wanted to take good care of his son after the

	<p>death of his wife and disputed his ineligibility for Social Security survivor benefits, which are only available to widows, not widowers.</p> <p>Using the two stories together, I pointed out that the world was divided into breadwinning men and caregiving heart-keeping women, and laws were designed to fit that stereotype.</p> <p>The three stories showed people who fought for gender equality in the past were much harder than her time, only trying hard to break the stereotypes and gender discrimination can make the world continuously become better.</p>
2015-A-1	<p>Justice O'Connor grew up on a ranch, worked in various legal jobs before joining the court, and became a justice. Her deeds proved that she was a diligent and fast learner. And how she helped me in the court, gave me valuable advice and encouragement, and proved her wisdom and unique insights. Her extraordinary time management skills are highlighted by what others say about O'Connor and what is expected of me based on her deeds. She mentioned her idea that the first step to gaining power is to let others see that when society sees what women can do, when women see what women can do, there will be more women out there doing things, and everyone gets better for it. She also continued to work during her battle with cancer, inspiring countless women who are fighting cancer. She also always expresses her opinions of agreement or disagreement directly and professionally, and always works with me to correct others who are confused about me and O'Connor, just because we are the only two female justices. Still campaigning for judicial independence in retirement, her story is a testament to a resourceful and resilient female power.</p>
2016-A-1	<p>Sally Reed, the mother of a deceased son, challenged the law after she was denied the appointment because of her gender. She argued that the law violated the Equal Protection Clause of the 14th Amendment, which guarantees equal protection under the law to all citizens. In a unanimous decision, the Supreme Court ruled in favor of Sally Reed, stating that the Idaho law was unconstitutional because it violated the Equal Protection Clause. The Court held that classifications based on gender are subject to "intermediate scrutiny," meaning that they must serve an important government interest and be substantially related to that interest. The Court found that the preference for men over women in Idaho's estate law did not meet this standard and was therefore unconstitutional.</p>
2016-A-2	<p>Frontiero v. Richardson was a 1973 Supreme Court case that challenged the constitutionality of a law that allowed male members of the military to automatically receive benefits for their spouses, while requiring female members to prove that their husbands were financially dependent on them to receive the same benefits. I argued the case on behalf of the female plaintiff, Sharron Frontiero, and the Court ultimately ruled in her favor, holding that the law violated the Equal Protection Clause of the Fourteenth Amendment.</p>
2016-A-3	<p>The Virginia Military Institute, an all-male public military college that refused to admit women. I, as a Justice on the Supreme Court at the time, wrote the majority opinion in the case, which held that Virginia's exclusion of women from VMI violated the Equal Protection Clause of the Fourteenth Amendment.</p>
2017-A-1	<p>My husband and I had a deeply supportive and equal partnership throughout our marriage, which spanned over 50 years. Marty was an accomplished lawyer in his own right and was a strong advocate for my career and the cause of gender equality. He supported me as I pursued my law degree, cared for our children, and embarked on my own legal career, even though this often meant sacrificing his own opportunities.</p>
2017-A-2	<p>The case of Lily Ledbetter was a gender discrimination case in which Ledbetter, a female employee at a Goodyear tire plant, sued the company for paying her less than her male colleagues. The Supreme Court ultimately ruled against Ledbetter, stating that she had waited too long to file her claim.</p>

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	I was a vocal dissenter in the case, arguing that the ruling was unfair to Ledbetter and that it would make it harder for women to challenge pay discrimination. My dissent in the case led to the passage of the Lilly Ledbetter Fair Pay Act, which was signed into law by President Barack Obama in 2009.
2017-A-3	My early legal career, which included working as a law clerk and a professor of law. I also discussed my work as a lawyer for the ACLU, where I focused on cases related to gender discrimination and women's rights. I faced many obstacles in my journey as a lawyer and a woman, but I was determined to make a difference and advocate for those who were marginalized and oppressed.
2017-A-4	Supreme Court nomination and confirmation: I discussed my nomination to the Supreme Court by President Bill Clinton in 1993 and the confirmation process I went through. I talked about the importance of preparing for the confirmation hearings and the need to be able to explain my judicial philosophy and approach to the law.
2017-A-5	I talked about my experiences coping with cancer, including my two bouts with pancreatic cancer and my treatment for colorectal cancer. I shared some of the ways I have managed to stay active and focused on my work despite my health challenges. I was known for my strong work ethic and my ability to persevere through difficult circumstances, and my experience with cancer likely played a role in shaping my approach to life and work.
2017-A-6	Advice from my mother: I shared some advice my mother gave me when I was growing up. My mother, who died when I was in high school, told me to be a lady, be independent, and be able to fend for herself. I said that this advice has stayed with me throughout my life. I was a trailblazer for women's rights and gender equality, and my mother's influence likely played a significant role in shaping my views and values.
2018-A-1	When I was studying at Cornell, the teacher who taught me chemistry tried to reveal the test questions in exchange for something from me. I replied how dare you. I was always glad that I spoke up.
2018-A-2	My mother once was holding me and reading to me when I was a little girl. My mother told me not to give up and to persevere, even if I didn't succeed. Even if I meet a prince charming, be independent and be a lady, avoid anger as well as envy. These have gotten me this far.
2018-A-3	Sandra O'Connor did very well at Stanford Law School, but she couldn't find a job with any California law firm. So, she volunteered to work for free for a county attorney on tradition that if she proves satisfactory, they will put her on the payroll. After four months, she proved herself to be the best young lawyer in the office and of course was then put on the payroll. The difficulty for women of my generation was getting that first job, getting your foot in the door.
2018-A-4	I was on a year-to-year contract, and I feared that if I disclosed the pregnancy, I would not be rehired. So, I wore some big clothes from my mother-in-law, whose clothes were one size larger. In May after the last class, I said to my colleagues when I come back in the fall there would be one more person in my family
2018-A-5	Blue collar women wanted to get family health care coverage and were told that family coverage is available only to male workers because women were considered at most pin money earners. So, they could get insurance for themselves but not for their family.
2018-A-6	Pregnant schoolteachers were put on home maternity leave because the children mustn't think that their teachers swallowed a watermelon. Then they would ask you back if they needed you, but you had no guaranteed right to return and all these women said they were

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	ready, willing, and able to continue teaching.
2018-A-7	I have one of my last year's law clerks who is on parental leave this year and he's not the first one who has done it that way, just like what she spoke before about adjusting to your partner's needs. One of the young men who took a parental leave did so because of his wife who was a doctor. During the year of his clerkship, he took time out to be the principal caretaker of their two children.
2018-A-8	Justice O'Connor tells me graduated a few years before, I was at the top of her class. And there was still no offer, so I volunteered to work for a county attorney for four months with no pay. And the understanding was that, if I did a good job, then they would put me on the payroll.
2018-A-9	Lily Ledbetter worked as an area manager in a goodyear tire plant. When she was hired, she was the only woman doing that job. One day, one of her co-workers put a slip of paper in her mailbox with a series of numbers and she recognized immediately what those numbers were to pay every area manager. She could see from it that she was the lowest paid that the person she had helped train was earning more than she was. So, she thought now it's time to do something about it. She brought a seven-lawsuit title. Seven is a principled anti-discrimination in employment law. She won a substantial verdict from a jury and the case got to the Supreme Court. Her claim was dismissed on the ground that she sued too late, the law requires that the woman complain within 180 days of the discriminatory even if they don't know what's happened yet. They may know what's happened but women like Lilly have other concerns. If they had the first woman doing the job, they don't want to be seen as one who rocks the boat they don't want to be seen as a complainer. Beyond that if she had complained, first how did she know? They didn't give out the salary figures.
2018-A-10	Gwendolyn Hoyt was what we would today call a battered woman. Her philandering abusive husband was a cruel man and one day he had humiliated her to the breaking point and so she spied her young son's baseball bat in the corner of the room. She took it and hit him over the head with it, with all her might fell against a stone flaw and that was the end of their altercation. The beginning of the murder prosecution Gwendolyn Hoyt thought that women on her jury would better understand her state of mind not that they would necessarily acquit her but that they might convicted of the lesser crime of manslaughter rather than murder she was convicted of murder by an all-male jury
2018-A-11	The first day in my law school, there was someone in the class who volunteered to answer the professor's question. He was brilliant. I came home at the end of the day and said to my husband if they're all that smart, I'll never make it in this place well. Then I decided that this person would be my model and I would speak in class as often as he did. This brilliant person is Tony Lewis who among other things reported on the Supreme Court for the New York Times. He had a Nieman fellowship that year at Harvard.
2018-A-12	In terms of my first argument of the Supreme Court, in those days, the court heard more cases than it does now. So, it's morning and afternoon. The argument in which I participated was in the afternoon. I was terribly nervous. I didn't dare to eat anything for lunch but then I looked up at that bench and 9 most important judges in the United States, I had a captive audience. They had no place to go they had to listen to me and then suddenly instead of feeling nervous and inadequate, a great feeling of power came over me.
2019-A-1	Reed v. Reed, how an Idaho woman changed gender discrimination laws. Sally Reed lives in Boise and is separated from her husband. When their son died, both parents wanted to be executors of his estate. However, Idaho law automatically designates the father because he is male. This is the first time the Supreme Court has struck down a law that discriminates

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	between men and women.
2019-A-2	There was a great historian who was at one time president of Duke University. She had come across dozens of petitions from women in the south to abolish slavery. And she thought, what a find. She was going to write about this then she discovered that her male colleagues had also come across these petitions, but they discounted them. These were women's petitions, and women didn't matter.
2019-A-3	Burnita Shelton Matthews. She was the first woman ever appointed to a federal district court judgeship, 1948. She was counsel to the National Woman's Party, which was the more radical wing of the suffrage movement. She was going to law school at night and went to the White House to picket. She would hold up her sign, "Votes for Women." She would never speak a word, because she didn't want an arrest record to mar her prospects of becoming a member of the bar. She hired only women as law clerks because her colleagues hired only men. And she maintained that she always had the best law clerks in the court. The headquarters of the National Woman's Party were on the land where the Supreme Court now stands. So, the government, to acquire all that land, had to condemn the property, and take them by eminent domain, which entitled the owners to just compensation. She argued the building was the temporary capital when the capital burned down in the War of 1812, it was used as a prison for notorious Confederates spies. The government rejected all of that, but she got strong evidence to make the government capitulate. She won the largest condemnation award that the US government had paid up until that time.
2019-B-1	Justice Scalia and I often differ widely in their opinions, but they are great friends, and he has an infectious sense of humor. He always makes me laugh and loves to correct her grammatical mistakes. We are good friends. We performed opera together, exchanged work together, traveled together, took pictures together of an elephant in India, and were questioned by feminist friends. Why I sat behind him, I said it was a matter of weight distribution.
2019-B-2	In 1948, Michigan passed a law prohibiting women from working as bartenders unless their husband or father owned the establishment. A mother, the owner of the tavern, and her daughter, a bartender, sued the law. The Bartenders Union wanted to keep women out of the industry under the pretense of protecting women, but luckily at the end of the story, no women lost their bartending jobs because of that decision.
2019-B-3	In 1961, Gwendolyn Hoyt was raped by her husband for many years, even with a baseball bat. Finally, she killed her husband and was prosecuted as murder. But she fought against the absence of women on the jury because an all-male jury convicted her of murder when a jury that was also female might convict her of manslaughter instead of murder.
2019-B-4	In 1971, the widower sued the social security case, Male wage earner dies, and there are benefits for his widow. Female wage earners die, no benefits for the widower. Now, this legal distinction between men and women is gradually disappearing, and the law is progressing with society.
2019-B-5	In 1982, a young man, Hogan, wanted to be a nurse. And wanted to have the best nurse training at Mississippi University. But he was rejected because his gender was wrong. The dissenters in that case saw the reservation of the school to women as a kind of affirmative action. But Justice O'Connor understood that there is nothing that will upgrade salaries in the nursing profession more than having men willing to do the job. So, she wrote a very good opinion - after the job of clearing the statute books of explicit gender-based discrimination is done, what's left is what is sometimes called unconscious bias.
2019-B-6	I never saw a woman in symphony orchestras except perhaps playing the harp in her early

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	years. Howard Taubman, a famous critic for The New York Times, said that blindfolded, he could tell whether a woman or a man was playing the piano. And he was all mixed up. He recognized that when he saw a woman coming on stage, he had lesser expectations than he did for a man. Then someone had the brilliant idea of pulling down the curtains so the person doing the audition couldn't see the person applying for the position. Nearly overnight, a simple curtain installation changed the male-female ratio of future symphony orchestras, unfortunately, people cannot replicate it in all fields.
2019-B-7	In the late 70s, a Title VII case (principal anti-discrimination in employment law.) It was against AT&T for not promoting women to middle management jobs. The women did fine on all the standard criteria until the last one, the total person test. It is about an interviewer sitting down with the candidate for promotion and having a conversation, women dropped out disproportionately because of it. Because the male interviewer faces a person of another race or a woman, he will have a certain degree of discomfort, and this discomfort will be reflected in the score he gives.
2019-B-8	In the late 70s, a province in Germany had a rule for public sector jobs that if a field had been dominated by men and there were two candidates roughly equal in qualifications-- one male, one female, prefer the female. And the way that was explained was this is not really a preference for women. It is making up for the unconscious bias of the decision-maker, of the one who selects the person for the job.
2019-B-9	Women still disproportionately take care of the home and the raising of the children, but it's changing. I see it in my law clerks. Once I received a clerkship application from a man who explained that he was going to Georgetown at night because his wife was an economist, had a good job at the World Bank, and so he was the primary custodian of their two young children. He has to pick up his daughter and have soccer practice. That was during 1993-1994, with no internet, and clerks did not have access to our online platform and had to be on the premises. The next year, every law clerk, parent or not, had access to their online platform at home so they had more time to be with their children.
2019-B-10	The Notorious RBG was created by a second-year student at New York University Law School. She got the idea when the court decided the Shelby County case that declared invalid a key portion of the Voting Rights Act of 1965. Laws were designed to keep people from African American communities, and Hispanic communities, from access to the polls. This student recognized that the Shelby County decision was going to revive these efforts to keep African Americans from the polls-- she was at first very angry and then thought anger is not a useful emotion. So, she took the summary of my dissent and put it on her blog. She quoted The Notorious RBG after the famous black rapper Notorious BIG to support equal rights showing men are all equal and do not have many differences. The Notorious RBG came from people who wanted something positive, something hopeful.
2019-B-11	When I went to law school, from 1956 to 1959, there were barely any women judges. Only one woman, Shirley Hufstедler. President Carter made her the first-ever secretary of education, but he looked around and said, the federal judges all look like him, all white and all male, but that is not how the great United States looks. So, he is going to appoint members of minority groups and women in numbers, not as one at a time curiosity. President Carter appointed over 25 women to district court judgeships, trial court judgeships, and 11 to courts of appeals. And I was one of the lucky 11.
2019-B-12	President Reagan was determined to appoint the first woman to the Supreme Court. He made a nationwide search and chose Justice Sandra O'Connor. No president has ever gone back to the way it was. So, Carter deserves great credit for changing the complexion of the US judiciary.

2019-B-13	When I graduated from law school in 1959, I tried to find a job in the law. But there were no anti-discrimination laws, people were upfront about wanting no lady lawyers. There were a few firms that were willing to risk taking a chance on a woman and no firm in the entire city of New York that would take a chance on a mother. Women were in those days less than 3% of the lawyers in the country. So, it would have been an unrealistic expectation to think that I would someday be a judge. I never thought about becoming a judge until Carter took office and made it his goal to appoint women in numbers. And then I began to think that might be a nice life for me.
2019-B-14	Justice O'Connor was doing very well in her class at Stanford Law School, but she still wasn't offered a job as a lawyer. Someone asked her if she could type, maybe she could become a legal secretary. She went to the county attorney who said she could work without pay for four months and then put her on the payroll if he thought she was worth it. She was easily the best young lawyer in the office, so she was hired. It was very difficult for a lot of women back then to get their first job, but once a woman got it, she performed at least as well as a man. It was a huge challenge to be able to step into the door.
2019-B-15	Ida Phillips was a woman with preschool children. Martin Marietta had a policy--we hire no women with preschool children. The company defended that it does not discriminate against women, women are 80% of their workforce. But only mothers of pre-school children can't work here. Ida Phillips was a white woman, but the NAACP had the foresight to see how important eliminating that barrier was for women of color, decisions on gender-based discrimination can be useful in race-discrimination cases. And race discrimination cases were very important in opening opportunities for women too.
2019-B-16	Lily Ledbetter was the first woman to be hired at the Gadsden, Alabama plant, and to be an area manager. One day she received a series of numbers, the pay of all the other area managers. A young man she had just trained for the job was earning more than she was. She sued under Title VII, anti-discrimination in employment law and won a sizable jury verdict. Her case comes to the US Supreme Court and the court decides Lilly sued too late because the law restricts the complaint must within 180 days of the discriminatory incident. It was years after she was the first victim of gender, and race discrimination so she sued too late. My theory in dissent was that every paycheck she received renewed the discrimination, so she had 180 days, as the first woman in a job that has been up till then held only by men does not want to be seen as a troublemaker. So even if she suspects that she's being paid less, she doesn't complain. Then year after year she gets good performance ratings, so that defense is no longer available. This story ends with an overwhelming vote to pass the so-called Lilly Ledbetter Fair Pay Act, which just adopts the paycheck rule. You have 180 days from the latest paycheck. It was the first piece of legislation that President Obama signed when he became president.

APPENDIX B. CODING SHEET FOR STORY TYPES

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Codes	Who-I-Am Stories	Why-I-Am-Here Stories	Teaching Stories	Vision Stories	Value-in-Action Stories	I-Know-What-You-Are-Thinking Stories
1993-A-1				✓	✓	
1993-A-2	✓					
1993-B-1	✓					
1993-B-2	✓				✓	
1995-A-1					✓	
1995-A-2					✓	
1995-A-3					✓	
2005-A-1					✓	
2005-A-2					✓	
2006-A-1					✓	
2006-A-2					✓	
2006-A-3					✓	
2008-A-1					✓	
2008-A-2					✓	
2008-A-3					✓	
2008-A-4					✓	
2008-A-5				✓	✓	
2008-A-6				✓	✓	
2009-A-1					✓	
2009-A-2					✓	
2013-A-1					✓	
2013-A-2	✓				✓	
2013-A-3				✓	✓	
2013-A-4					✓	
2013-A-5					✓	
2013-A-6	✓				✓	
2014-A-01				✓	✓	
2014-B-01		✓			✓	
2014-B-02	✓				✓	

Codes	Who-I-Am Stories	Why-I-Am-Here Stories	Teaching Stories	Vision Stories	Value-in-Action Stories	I-Know-What-You-Are-Thinking Stories
2014-B-03			✓		✓	
2014-B-04		✓			✓	
2015-A-1			✓		✓	
2016-A-1				✓	✓	
2016-A-2				✓	✓	
2016-A-3				✓	✓	
2017-A-1					✓	
2017-A-2					✓	
2017-A-3	✓					
2017-A-4	✓				✓	
2017-A-5	✓		✓		✓	
2017-A-6	✓				✓	
2018-A-1	✓				✓	
2018-A-2	✓				✓	
2018-A-3				✓	✓	
2018-A-4	✓				✓	
2018-A-5					✓	
2018-A-6					✓	
2018-A-7					✓	
2018-A-8					✓	
2018-A-9					✓	
2018-A-10					✓	
2018-A-11	✓				✓	
2018-A-12	✓				✓	
2019-A-1					✓	
2019-A-2					✓	
2019-A-3		✓			✓	
2019-B-1			✓		✓	
2019-B-2					✓	

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Codes	Who-I-Am Stories	Why-I-Am-Here Stories	Teaching Stories	Vision Stories	Value-in-Action Stories	I-Know-What-You-Are-Thinking Stories
2019-B-3		✓			✓	
2019-B-4					✓	
2019-B-5		✓			✓	
2019-B-6		✓			✓	
2019-B-7		✓			✓	
2019-B-8					✓	✓
2019-B-9				✓	✓	
2019-B-10		✓	✓		✓	
2019-B-11				✓	✓	
2019-B-12					✓	
2019-B-13	✓				✓	
2019-B-14					✓	
2019-B-15			✓	✓	✓	
2019-B-16		✓	✓		✓	
	16	9	7	13	68	1