

## A large crowd of people is gathered on the Edmund Pettus Bridge in Selma, Alabama, during the 1965 Selma to Montgomery marches. The bridge's name is visible on its structure. Protesters are holding various signs, including "LOVE ONE ANOTHER", "HURTS", and "VOTER ID". A Delta sign is also visible in the foreground.

Photos by KI ABA, IOHANNESSEN/The Threelfold Advocate

**See 'SELMA' on page 6**



**Top:** Marchers walked slowly across the famous Edmund Pettus Bridge all day long.  
**Bottom:** Professors Marquita Smith and Trisha Posey with students Becky Watts, Amanda Cox, Bradley Anga and Tiffany Tucker wait to cross the bridge.

- Graphic by HAHNNAH GARBETT/The Threefold Advocate

Arkansas is currently one of 23 states that allows individual universities to make the decision about concealed carry, according to the National Conference of State Legislatures. Only seven states have provisions requiring public universities to allow concealed carry on campus.



# Students react to lowest tuition increase

**LAUREN DROGO**  
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Evert year, tuition at John Brown University increases. On average, tuition will rise by approximately 4 or 5 percent. This year, JBU’s tuition rate only rose 3.36 percent, an all record low for the university.

Annual tuition increase can be due to several things. A rise in utility costs, health care and the means to pay and keep qualified professors on campus are the main drivers.

With each rise in tuition comes an increased awareness by the students and faculty of the opportunities and challenges for current and incoming students to make ends meet.

Don Crandall, vice president for enrollment management, said, “JBU is a leader in initiatives to keep Christian higher education affordable. We are consistently rated a best value in the South by US News and World Report.”

JBU administration works to keep tuition increases to a minimum and avidly tries to find ways for students to pay for their enrollment while still keeping in mind the “value” of JBU in its comparison to higher prices.

“We work with the Advancement office on specific student situations that require additional funding,” said Kim Eldridge, associate vice president of enrollment.

“If our scholarship budget is spent then we know there are donors who want to see our students graduate, and they give their money to the scholarship program to help that student,” Eldridge said.

According to Hannah Bradford, an admissions officer at JBU, the value of an education from JBU is seen to far outweigh the cost.

She compared the school’s value to how one places value in purchasing a car.

“You could buy the cheapest car on the lot, but will it last? You

have to look at more than just the dollar amount or the bottom line,” said Bradford.

With this type of value comes a dollar amount that, for some students, isn’t easy to match.

“Most all of the donor-related funds have a need component meaning that a student has to demonstrate need,” said Eldridge.

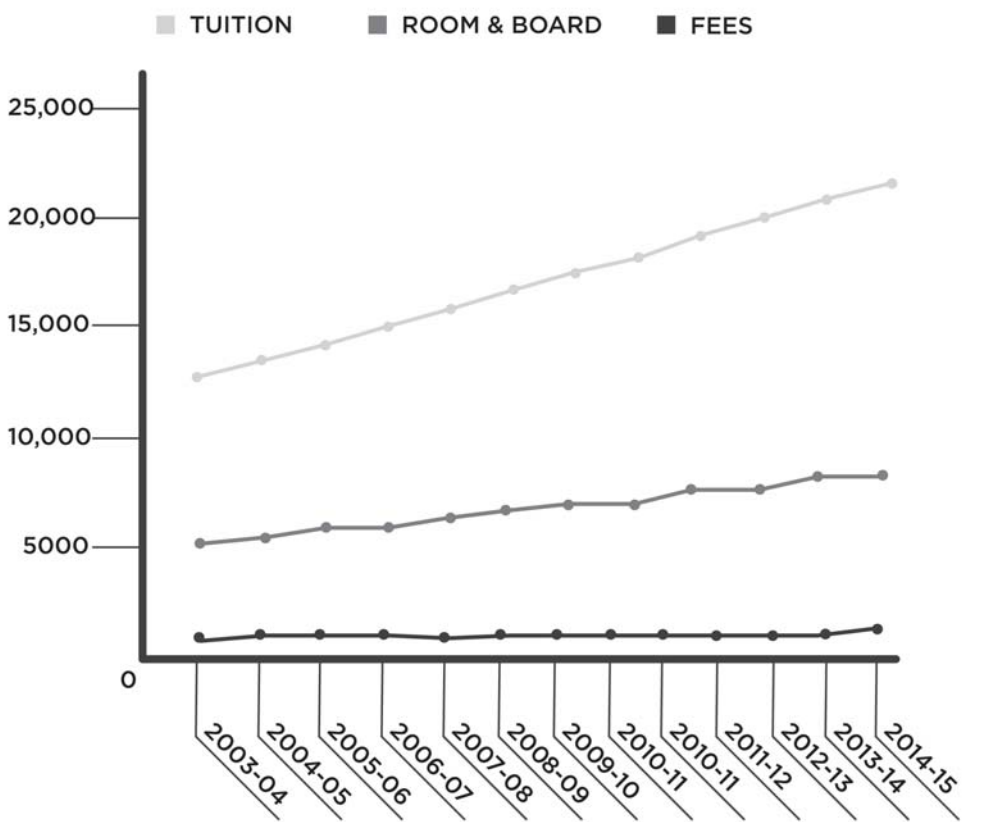
Over \$13 million in scholarships were given out last year with the hope that it would keep JBU’s doors open to diverse income groups.

Many seniors have chosen to move off-campus next semester in order to save on tuition.

Senior McKenzie Raub said that she wants to not only be able to save money by living off-campus, but find out what it’s like to manage herself out in the real world.

During her sophomore year she lived in Mayfield and was a resident assistant, which gave her the opportunity to invest in the community around her as well as be able to chip away a little at her tuition.

## INCREASING STUDENT COSTS



Graphic by HANNAH GARRETT/The Threefold Advocate

Bradford believes that students who feel called to attend JBU will find ways to make ends meet. “Even after their freshman year and tuition

has increased, God is still at work even in financial details,” said Bradford.

“In my 5 years at JBU, I’ve seen God come through in some pretty

cool ways through JBU and outside financial help to make it work for families and for students to stay at JBU.”

# Women and men explore nature and God’s truth

**ELISE FARRELL**  
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John Brown University students experienced a change of scenery last weekend on the annual men’s and women’s retreats.

Run by the university’s student ministry leadership team (SMLT), the retreats help students by providing spiritual renewal, community and adventure for each student that attends.

The retreats’ timing is deliberate, during the spring semester, when students are swamped with mid-term assignments and yearning for a much-needed break.

Director of campus ministries, Molly Tester, was inspired to get more involved with the organization because of her experience with the women’s retreat the previous year.

“Last year I was on the women’s retreat planning committee and loved the idea of being a part of something on campus that was focused on helping girls get closer to each other and to God,” Tester said.

“I applied to be a campus ministry director after that and was so excited when I got the job,” she added.

The planning process for the women’s retreat



ANDREW ALBRIGHT/The Threefold Advocate

John Brown University’s men hiked around the Buffalo River during this year’s mens retreat.

started in January with a group of five women and included the input from some of the University Staff. This year the planning committee decided on the theme, change, to overarch the activities and lessons that would be part of this year’s retreat.

“One of the ways we decided upon the theme of change was by sitting down and asking, ‘What are people going through? What does our campus need to hear? How can this retreat meet people where they are at?’” said Tester.

“We felt like the idea of change was applicable to every life situation

because you would be hard pressed to find someone who wasn’t going through the process of change,” she explained.

Tester noted how the retreat was not just a time for relaxation, but allowed the women to grow together spiritually through both worship and small group discussion.

The retreat consisted of three sessions in which the girls participated in worship and listened to the speaker Jill Carver speak about trusting in the name of God.

“He is to be our anchor and strong tower in the midst of life’s changes,” said Tester.

“Apart from the

sessions, we had a bonfire with s’mores, played games, and may have had a minor dance party. I can neither confirm nor deny that happened,” Tester said.

Junior, Melissa Bakke, attended the women’s retreat and noted how the time was a great opportunity to pause from the busyness of life and hear what God was laying upon her heart.

“God absolutely spoke through Jill. Her words on change will be principles that I will take with me for the rest of my life,” said Bakke.

“It was also such a great time to get away from campus for a little bit and truly feel the

“God absolutely spoke through Jill. Her words on change will be principles that I will take with me for the rest of my life.”

- Melissa Bakke

Dinger. “Meeting with a couple of guys to form a vision for the weekend was fun. Obviously it took some work, but the anticipation of a bunch of guys relaxing and learning for a week was motivating for us.”

Through prayerful consideration, the planning committee for the men’s retreat came up with the theme,

others over our sessions led by Steve Beers, hiking excursions, etc., it would be pretty hard not to have a good time,” he added.

Student learned, reflected and explored nature in the ‘Natural State’, and each retreat offered time to pause and help one another grow in Christ.

# Historical venue at JBU

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A collection of archaeology exhibits, dinosaurs and art will furnish the honors house at a Night at the Museum party this Saturday as this semester’s biannual Venue display.

Hosted by the honors program, the event will begin at 8 p.m.

Hannah Nester, the associate director of events for the honor’s executive council, described the Venue as, “an educational party.”

Josiah Wadsack, director of events for the honors executive council, said the Venue is “a

chance to encounter the world not just through theory and abstraction but in a fun, interactive and experiential way.”

“The Venue is nearly a decade-long tradition, originally conceived of by now-alumna Kelsey Howard ’10 somewhere around 2007-2008,” Wadsack said.

The event is hosted with a different theme every semester and is part of the honors co-curriculum.

Wadsack said the event “provides important experiences often not available in the classroom.”

“The Venue is perhaps one of our most unique co-curricular opportunities and has the mission of providing a venue in which to

experience a different kind of learning,” Wadsack said.

Other groups on campus are also involved. Multicultural Organization of Students Active In Christ (MOSAIC) is presenting an exhibit on North American Heritage, and the Robotics Team will also be bringing their robot.

“The main goal of the venue is to provide a way to give back to all of campus,” Nester said. “We try to make it something that is fun for everyone.”

The event is not an easy task to organize. The honors committee has been planning since January, Nester said. “This is the main event we do for the entire student body.”

# BLU to host Table Tour

**SARAH WHITE**  
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John Brown University is hosting an evening of live music, fellowship and stories.

The concert features Brandon Heath, Nicole Nordman and Love and the Outcome.

Tickets are \$10 for students and \$15 for community members.

BLU Entertainment is promoting the event. They “exist to provide entertainment to both JBU students and the community,” according to their Facebook page.

“[They] strive to foster an environment where connections are built

through music and provide a venue for emerging student talent.”

According to Blu’s Facebook page, Nordman is, “an artist who has helped define a generation of Christian music.”

Elizabeth Grumulaitis, a biblical and theological studies major, is very interested in attending.

She is particularly interested in seeing Brandon Heath perform.

Grumulaitis was also greatly intrigued by the Feed the Children stamp on the poster.

“I am very interested in the organization behind the concert,” she said.

She was curious as to whether the concert was

put on to raise awareness for the organization or if the musicians expected to receive donations either from ticket sales or by simply asking.

Based in Oklahoma City the Feed the Children website were founded over 35 years ago with the vision to, “create a world where no child goes to bed hungry.”

Blu’s Facebook page said, “You won’t want to miss it!”

Tickets are for sale on itickets.com, and students will need to provide their ID number in order to receive the discounted price.

The concert will be hosted in The Cathedral of the Ozarks on Sunday, March 15 at 6:30 p.m. and doors open at 6 p.m.







# Love the 'not like me'

HANNAH GARRETT/The Threefold Advocate

**ALIYA KUYKENDALL**  
*ONLINE EDITOR*



I think we are born to categorize the world into “us” and “them.” It’s an ugly mentality, but it’s familiar to me. Sometimes, it seems that my brain can so easily disregard someone just because I perceive that person as “not like me.” I’ve noticed that we are attracted to people who have similar life experiences as us. We like people who understand us and people whom we don’t have to explain ourselves to. We like to use mental shortcuts to make us feel like we understand someone before we take the time to get to know them. This “us” versus “them” mentality can be a dangerous shortcut, making us feel like there are certain people we don’t need to care about. But what does scripture say? Love others as we love ourselves. Where is the “us” versus “them” in that?

I recently watched Hotel Rwanda at the Intercultural Film Festival here on campus. Hotel Rwanda tells the story of the Rwandan Genocide, in which a people group called the

# Know your racial heritage

While this is a completely natural process, I would argue that this overlooking of one's

We rarely feel self-conscious or out of place simply because we're white. Many have never

*"In order for someone to contribute to diversity, there must be a realization of their own racial identity and what that adds to the community."*

own ethnic background is detrimental. Whether we realize it or not, our racial background affects our culture, perspective and a variety of other things. Unfortunately, it is easy to become so comfortable with being white that these things are not even noticed.

experienced their whiteness until they travel internationally. However, I don't think you have to leave the country to experience life as a minority. You definitely don't have to leave the country to at least think about your culture and environment.

Why do I suggest that we begin to realize how much race influences our identity? Because I believe that white people are the last to see their whiteness as a part of their identity. This lack of identity leaves us feeling insecure and fearful when others begin to promote their racial identity as being important. We don't understand our own identity because it's never been challenged. Yet, as soon as it is challenged, we are unable to say what our culture or history is.

It is a common assumption that a disregard or lack of pride for ethnicity will promote diversity and inclusion. I don't believe this. For diverse communities to exist and thrive, each individual must be affirmed in their unique attributes.

*Veldhuizen is a senior majoring in public relations. She can be reached at veldhuizenr@jbu.edu.*

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March 12, 2015  
The Threefold Advocate

OPINION 5

Selma inspires passion for justice



BECKY WATTS  
STAFF WRITER

I stood there at the bridge with thousands upon thousands of other people from different states and countries. We all looked up to behold the Edmund Pettus Bridge sign as we stepped in the footprints that were preserved in blood and tears in 1965. It is a bridge that was named after a Klansman, but not just any Klansman: Pettus was the Grand Dragon. He was also a lawyer and a Confederate general during the Civil War. It is a little ironic that this bridge, which bears the name of a man who supported slavery and hated black people so much he joined an organization whose primary goal was to make them

extinct, would be the place in 1965 where America would clearly see the injustice it inflicted on its own people. I was encased in the crowd by people I didn't know, but we didn't look at each other as strangers, rather as distant cousins of the same family. A lady who stood by me called me "baby," and an older one called me "honey," like I was her daughter. Then I began to hear her and her church sing hymns as we walked on the bridge. I saw senior citizens in wheelchairs and with canes trying to see the place where they gained their right to be seen as citizens of this country. Children were immersed in the crowd, eager to walk across the bridge their grandparents taught them about. But this reenactment was more than just about commemorating 50 years; it was to challenge ourselves, as our predecessors did, to seek justice. We remember Bloody Sunday with the dogs, the tear gas and the brutality not to harp on hatred or feel some sort of sadness, but it is to remember the same spirit that flowed through the foot soldiers who were knocked to the ground, beaten by police officers, ripped apart by dogs and hunted down in



John Brown University students participated in the 50th anniversary march across the Edmund Pettus Bridge with thousands of others last weekend in Selma, Ala., where Martin Luther King, Jr. and civil rights activists were attacked on Bloody Sunday in 1965.

their neighborhoods like animals. The spirit that made them get back up and march again did not die with them. That spirit is still around today, but the question is: what are we doing with it? The work that was started on that bridge is unfortunately not finished today. The African American community and the police still have a hostile relationship; section 4 of the 1965 Voting Rights Act was repealed

by the Supreme Court and now southern states have started requiring photo IDs and have moved voting polls to places less accessible to the entire public. Racism still plagues this country. It's not being talked about in schools; instead, students are taught that we live in a post-racial society. The church, through its silence, has decided that racism is too uncomfortable to talk about. The Freedom Riders were

in college when they decided to make a statement against the segregation in the South. At a young age, before any of them had graduated, they decided to put their lives on the lines to fight against the injustice around them. What are we willing to do?

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Student encourages world awareness

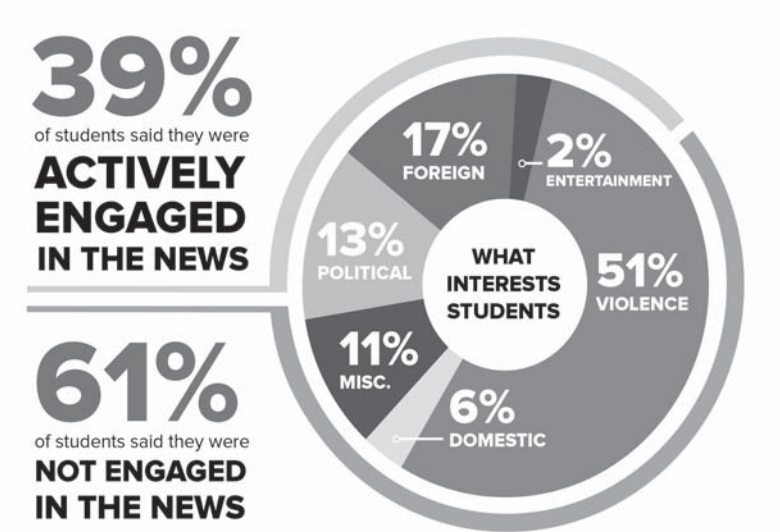


LINDY MARTIN  
CONTRIBUTOR

Everyone has heard about the Dress, but far fewer people know about the 21 Egyptian Christians who were beheaded in Libya in February. In our generation, college students are sorely uninformed about what is happening in the world. Instead of encouraging students to study current events, we are isolated from the world's problems and have become trapped in our own school bubble. Our school claims to prepare students to positively impact the world; shouldn't we do that by educating students about world issues and events?

The responsibility belongs to both the university and its students. Most students do not attempt to learn about world events. In a recent poll I conducted, students claimed to not watch the news because they thought it was "boring," "time-consuming" and "depressing." One out of 70 students did not trust the news. Only 39 percent of students stay actively educated in world affairs. Interestingly, while many students claim that staying informed about the news is "too time-consuming," nine out of ten students watch Netflix on a regular basis. Staying informed can take less time than watching one episode of Parks and Recreation. By simply scanning a news website like CNN, students can easily become informed about breaking news stories. But why don't students do this if it takes so little time? In order to better understand this, we must consult the nature of our generation. Our generation centers on accessibility and instant gratification. The news does not appeal to our generation because students cannot see the connection of news literacy to their personal lives. It isn't worth

their time or effort if they cannot see an obvious reward. Many students are convinced the news has nothing to do with them when, in actuality, many world events both indirectly and directly affect our daily lives. The violence in the Middle East could soon affect us and the people we care about as ISIS recruits American teenagers. Many JBU students are considering going into ministry positions around the world, and this should require a thorough understanding of world events, especially in the area that they wish to influence. As a school, we must combat this ignorance by inspiring a curiosity to learn so we can break out of our bubble of ignorance and positively impact the world around us as we are called to do. In order to do this, we must bring the news to the students. The goal then is to inspire students to want to learn more about world events and provide them with the resources to do so. One solution would be to place a TV in Walker Student Center or the cafeteria dedicated solely to playing a fairly moderate news channel like CNN or BBC. This would send a message



Graphic by LINDY MARTIN & ARIEL LYON

that our campus is dedicated to global vision rather than a self-focused education. Students could sit in the student center and watch the news while they studied. Another solution would be to create a Global Awareness course that focused on analyzing the implications and motivations of current events and would satisfy the Global Studies credit or be part of the core curriculum. The issue of global awareness is too important to abandon. Let us equip our campus with the tools and sources to inform our

students about world events and inspire a curiosity that leads to action so that our students can positively impact the world.

Martin is a junior majoring in graphic design and photography. She can be reached at [martinlb@jbu.edu](mailto:martinlb@jbu.edu).

Live simply: limit the use of technology



LAUREN ADDINGTON  
CONTRIBUTOR

Among the board of hot buttons to push, the relationship between efficiency and quality began to glow bright as I drove from Smallmart to Walker late last month. It was Feb. 25, and my radio was tuned to NPR. "The ultimate Smart Home vision is a home that basically runs itself," announced Alexis Madrigal, a visiting scholar at Berkeley's Center for Science, Technology, Medicine and Society, on the evening program "All Tech Considered."

I wasn't even out of the neighborhood market's lot by the

time I'd manically decided that the homemade vanilla Bluebell could return to a tub of sweet milk in the back of my beetle for all I cared. Neither it nor I was leaving my car's heated seats until Madrigal finished his slot on the program. What was this bewitchment? The Jetsons revived from the televised grave? Sliced bread is not going to be the "best thing since" anymore? Oh no. Wonder Bread's loyal pop-up toaster, two words for you: watch out. After skeptically listening to two minutes of Madrigal's vision for the self-sustaining home, consideration of practical utility eventually became accounted for in some logical hemisphere of my brain. After all, the art of efficiency playing out through advancing technology in the current "modern home" is not an idea of innovation. I'm not Amish. Engineers and inventors have been dreaming up and implementing designs that have left typical household tasks to the machines for centuries. "Lifting a finger," in the last decade, has become a term that can now be taken as quite literal. "All I have to do is push a button on a screen and something happens

out there in the physical world," Madrigal says with regard to the term app. The Smart Home will be run by the touch of your finger to the screen of your smartphone. I was stationed like campo outside of Walker, eyes wide and ears erect at Madrigal's generalization. Bye-bye, Bluebell.

"Technology may powerfully enhance the efficiency of life's tasks and become our favorite new toy, but the quality of a home, enjoyment of life and utility of time run on a different circuit."

"At this point," he said, "the reason to use smart appliances is not that they are better than standard machines at a given job, [though more efficient], but that they make everyone's favorite device—the smartphone—more fun and powerful." Pardon me? The pace of society runs parallel to technology. We go, go, go—praising efficiency in areas like the workplace, restaurants, schools, public transport, hospitals and especially in communication. Communication is instantaneous. It is efficient. But what happens when communication has become so efficient that even in our

homes, the smartphone becomes the translator between us and the simple tasks that instill utility in our daily private lives? Is it truly beneficial to allot such power to a lifeless device? It depends on the stewardship of the individual. I myself am a Konstantin Levin. I enjoy exertion, not that doing

and frankly, I enjoy washing the dishes in warm bubbly water. The quality of these quiet moments can never be touched by the amazingly engineered smartphone. Technology may powerfully enhance the efficiency of life's tasks and become our favorite new toy, but the quality of a home, enjoyment of life and utility of time run on a different circuit. So stay brave, little toaster, I am sure I'm not the only one with forefingers who don't mind enabling you to do your job. I am certain I am not the only adrenaline junkie who enjoys the anticipation of your jack-in-the-box "pop" after enjoying two minutes to hand pour and quietly sip a cup of coffee. Then again, maybe I, too, will soon be considered as belonging to the island of misfit toys in this progressive technological age. Pack up the buggy, we're heading to Penn-Dutch country.

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# Students celebrate historic moment



(Left) Frances Wilson Canty in 1961, age 23  
(Right) Canty, present day



(Left) Mary J. Smith, present day  
(Right) Smith in 1961, age 19

SELMA continued from Page 1

Frances Wilson Canty. The two women discussed the challenges involved in the freedom rides, which helped to integrate bus terminals in the South during the fall of 1961. Both Smith and Canty were students at Tennessee State University in 1961 when they decided to leave college and join the freedom rides.

Canty was 23 when she rode the same ride with Smith; both rode alongside Rep. John Lewis (D-Georgia). The two women explained that, for years after the rides, most were silent about the mission.

“We accomplished what we set out to do, but it wasn’t till 2008 that we truly got recognized for it,” said Canty.

The women reflected on traveling to Chicago years later and being on the Oprah show. Canty said the most important thing is to stand up for what you believe in, and, if it hadn’t been for her faith in God, she wouldn’t have participated in the freedom rides.

Smith said, “The opposition would have won had we not gone.”

In 2008, both Canty and Smith, along with 12 others from TSU, were given honorary doctorates due to their participation in the freedom rides.

Kurt Schultz stood underneath a tree outside Brown Chapel.

He and his fellow faculty partnered with Concordia University, a private Lutheran institution founded in Portland, Ore., and put on a five-day civil rights symposium in Selma.

Schultz had decided to attend the march to participate in a vital part of

American history.

“I want to affirm the continuation of our rights and freedoms,” Shultz said.

Domenico Libreri, student at Valparaiso University, an independent Lutheran institution in Indiana, said he attended the march because of the importance of its history.

“The history books aren’t the complete story. Coming here, I am actually seeing history come alive,” Libreri said.

Libreri is currently taking a class focused on civil rights, and he explained that it is so much different to actually be a part of the events as opposed to reading about them.

Thousands of people, young and old, braved the sun and crowds to replicate that historical moment. Although many were not able to physically cross the bridge due to the massive crowd, the peaceful pilgrimage marked the 50th anniversary of Bloody Sunday.

“We were very fortunate to witness and participate in living history,” said Communication Professor Marquita Smith, who traveled with History Professor Trisha Posey for the three-day adventure.

Smith and Posey, along with students, visited several museums in the capital city of Montgomery before attending the anniversary celebration on Sunday.

“This event was symbolic of how people of faith united to change the nation for the better,” Smith said. “I can’t think of any better way to challenge and encourage students to continue that same Christian spirit, positively shaping lives, communities and their congregations.”



Photos by KLARA JOHANNESSEN and REBEKAH HEDGES/The Threefold Advocate  
Arrest photos courtesy of MISSISSIPPI DEPARTMENT OF ARCHIVES AND HISTORY

## STUDENT SPOTLIGHT PRESENTS:



**David Zamora**  
YEAR: SOPHOMORE  
MAJOR: INTERCULTURAL STUDIES AND INTERNATIONAL BUSINESS  
HOMETOWN: SILOAM SPRINGS, ARK.  
FUN FACT: I CAN FOLD MY EARS THREE TIMES  
WHICH DISNEY PRINCESS WOULD YOU MARRY? POCAHONTAS OR JASMINE





# REVELATION

|| by **LAUREN DROGO**, Staff Writer

Last week, we showed you eight phenomenal beards. Your job was to guess which beard belonged to which JBU guy. Now that you’ve had time to look them over and try to find their pairs, let’s see how many you got right.



Chad Raith



Drax Geiger



Zach Koym



Logan Hellinghausen



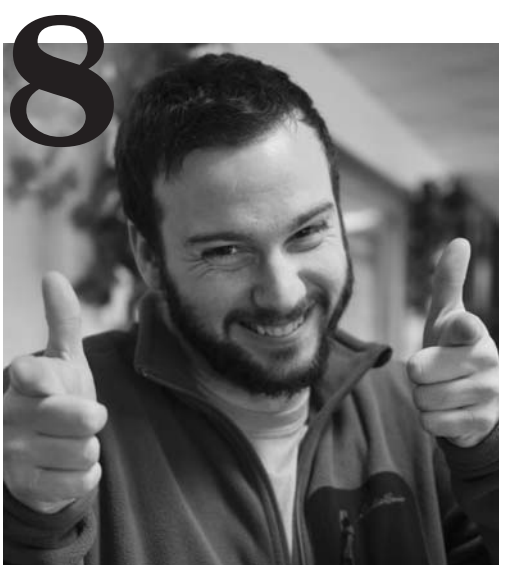
Jonathan Himes



Josh Hawkins

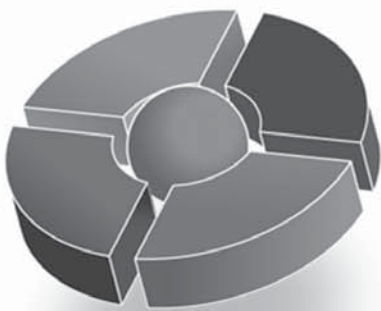


Eric Seevers



Kory Gann

Photos by KLARA JOHANNESSEN/The Threefold Advocate



Student Relationships Assessment  
The Center For Healthy Relationships

# LAST CHANCE!

TO WIN 1 OF 13 GIFTCARDS  
WORTH \$25 - \$100

## BEFORE SPRING BREAK!

This is a special invitation to JBU undergraduates!

Complete the spring SRA between 3/1 and 3/18/2015, and you'll automatically be entered in a drawing for one of 13 prizes. We've got more chances to win than ever before!

Your SRA data is **ALWAYS** kept confidential & anonymous.

Taking the SRA gives you an opportunity to reflect on your own emotional, relational and spiritual growth at JBU this past year, and provides valuable information that helps JBU leadership identify practical ways to better serve you.

To take the SRA, scan the QR code with your phone or take it online at

[bit.ly/sra15jbu](http://bit.ly/sra15jbu)



DEADLINE  
MARCH 18

WINNERS  
ANNOUNCED  
THURSDAY  
MARCH 19





# International Women's Day 2015

Written by Kacie Galloway, Opinions Editor  
Designed by Hannah Garrett, Visual Art Director

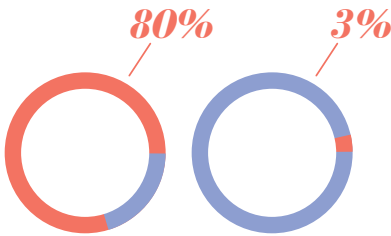
*In honor of International Women's Day on March 8, we wanted to take a look at how women's rights have improved across the world. Since women achieved suffrage nearly 100 years ago, and the women's rights movement in the 1960s, women have grown closer and closer to equality. However, as many women across the world have pointed out, we are "not there yet."*

1 in 3 women are victims of *violence*

In Congress, women hold only 18.5% of seats.

This number drops to 4.5% for women of color.

The United States is 1 of only 9 countries worldwide that does not provide paid maternity leave.



## IN 2013

Hispanic and Latina women were paid

54%

of what white men were paid



Black & African American women were paid

64%

of what white men were paid



White women were paid

78%

of what white men were paid

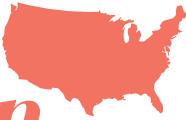


Women hold only 10% of governorships in the U.S.



Women control 80% of consumer spending in the U.S., yet only 3% are creative directors in advertising.

There are more women than men in the U.S.



Women achieve more undergraduate & master's degrees than men, yet women in America make up only

4.6% of executive officers

8.1% of top earners

4.6% of Fortune 500 CEOs.



Algeria, Iran & Syria

have the lowest numbers of women working outside the home.



The U.S. ranked 65th out of 142 countries on a list of wage equality



Girls and women have equal access to education in only 25 out of those 142 countries.



Women's median annual earnings in Texas, Arkansas & Oklahoma were about \$10,000–\$13,000 less than those of men in the same states.



Statistics found on CNN Money, Time Magazine, No Ceilings, AAUW, & the Center for American Progress