



THE POWER OF WOMEN IN POLITICS

CO-SPONSORED BY College Democrats and College Republicans, and the University of Delaware's Center for Political Communication

Introduction by:
Kelly Read, Vice President of College Democrats
Elijah Pardo, President of College Republicans

PANELISTS Kathleen Jennings, Delaware Attorney General;

Emily Taylor, Delaware Republican Party Vice Chair;

Bethany Hall-Long, Delaware Lieutenant Governor;

Cathy McLaughlin, Director, Biden Institute;

Jill Farquharson, Communications Director for the U.S. Senate Committee on Environment and Public Works;

MODERATOR Nancy Karibjanian, Director, Center for Political Communication

Transcript of Event

Date: March 22, 2019

Place: Kirkbride Hall, University of Delaware



MS. READ: ...really wonderful, amazing, powerful women, um, and I'm glad that you guys can be here to experience that. So, first and foremost, I would like to extend a couple thank yous for making this event possible. Um, the College Republicans and College Democrats E-board has been nothing but supporting, um, and engaged with this and ready to work together. So, thank you all for being here and just absolutely being willing to communicate with all of us and being enthusiastic about engaging in this conversation. Um, I would also like to thank the Center for Political Communication who is cosponsoring this event with us. Um, Nancy KARIBJANIAN, the Director, as well as Stephanie Doroba have helped us so much with putting it together, but, they have also been amazing mentors, um, kind of teaching us how to put a panel together and how to be successful. So, thank you to both of you for that. Um, as well as our media who's here. This is really great, um, to have all the microphones in a classroom setting. They were very willing to work with student organizations which is great. So, first and foremost, I'm Kelly Read; I'm the vice president of College Democrats.

MR. PARDO: I am the; my name is Elijah Pardo and I'm the president of College Republicans. It's an honor to be here."

MS. READ: So, the purpose of this event tonight, um, really started back in 2018 with the November election. When the midterms came about, we saw a record number of women running for office, from the local level to the state level to the federal level. And, that was something that transcended party lines, it transcended all of the partisan issues of the time, and it was this awakening for women in power. And, we saw that for the first-time women were being recognized across the United States as having just as much of a



hold in the world of politics as men. So, we wanted to have, um, this panel to kind of highlight some of the women in Delaware who have been in power for awhile but also some new faces who are really forging their own path. Um, and it was really great because Delaware is blessed with a close-knit community, so the elected officials are so close with the people they represent, um, chances are you'll see them knocking on your door. And that was something we really wanted to take hold of tonight. So, I want to thank you all for coming again. And, Eli was going to say a couple of things before we turn it over.

MR. PARDO: Thank you, Kelly. Um, yeah, so I just want to thank everybody again. I want to thank the College Democrats for reaching out to us. We really appreciate it, um, looking forward to working, uh, more on things together. That's a relationship we'd like to have. And, uh, I also, I just wanted to say, I think how great it is this is bipartisan because, uh, in a world where we are incredibly divided and especially as a country we are incredibly divided, for us to, um, you know, talk about things that, you know, we can agree on or more likely to agree on, that's going to make the issues like, you know, taxes or something that we disagree on much easier to talk about. So, I think building relationships is something, you know, Women in Politics is something we can all get behind the importance of that. Um, so, the bipartisan nature of this is, is, is very important and I think is a, uh, a step forward for both UD and the Newark community, the Delaware community as a whole. So, I'd like to thank you guys again and hand it over to Kelly.

MS. READ: Yes, just to reiterate, thank you for showing up. If this is representative of anything of the UD population, um, this is amazing. We



want to have that political conversation. We want to be supporting women. Um, and so now, without further ado, I will be turning it over to our moderator for the evening, Nancy KARIBJANIAN, who is the Director of the Center for Political Communication. And she is also a woman who has really made a great feat in her field of journalism and communications. So, to have her moderating tonight is truly an honor. So, thank you very much to our panelists, thank you to Nancy, and thank you to all of you for coming.

MS. KARIBJANIAN: So, let's start by clapping for Kelly and Eli –

AUDIENCE: [Applause.]

MS. KARIBJANIAN: – for putting this together. You know, I'm, I'm sure by now you've all seen the viral video of Notre Dame's women's basketball coach when she was talking about the lack of women in leadership positions in the world of sports. All right. So, she, what struck me from what she said, she said a lot –

UNIDENTIFIED: [Laughter.]

MS. KARIBJANIAN: – but what struck me was when she said women have been socialized from an early age to know men run the world. It kind of stopped me in my tracks. So, clearly that is the case in sports. You can't deny that and also in many other fields. But with a dose of inspiration and a little bit of an apology to Beyonce I have to say that might not necessarily be true because who runs the world? According to Beyonce its girls.

UNIDENTIFIED: Um-hum.

MS. KARIBJANIAN: So, if you look at this panel we have here tonight, they definitely could run the world and in many cases are on their way to doing so with their collective experience, their varied ages, and their interesting



positions in leadership. So, let's get to meet them and then we're going to get started talking. Right here is Kathleen Jennings, and she is Delaware's Attorney General in her first term after a very long and stellar career in the legal field in Delaware on both sides of everything. So, welcome for you to be here coming fresh off your first campaign. I wonder still if you've caught your breath. [Chuckle.]

MS. JENNINGS: [Chuckle.]

MS. KARIBJANIAN: Jill Farquharson is next to her. She is a recent Blue Hen grad – at least somewhat recent – and has been working in politics ever since. She's currently the Communications Director for the Senate Committee on Environment and Public Works. She was also, by the way, the campaign chairman of the successful campaign, reelection campaign of U.S. Senator Tom Carper. So, Jill, welcome. It's always good to see you. She also was my production assistant on debates [indiscernible].

MS. FARQUHARSON: Yeah, right. [Indiscernible.] Came full circle.

MS. KARIBJANIAN: Emily Taylor is next, and we thank you for being here. She is the Vice Chair of the Delaware Republican Party. Very interesting to hear what she has to say about women in politics and leadership. Cathy McLaughlin is next to her and most of you know Cathy. She's the Executive Director of the Biden Institute. And on the end, we have Delaware's Lieutenant Governor, Bethany Hall-Long. Thanks to each of you.

UNIDENTIFIED: Um-hum.

MS. KARIBJANIAN So, I'm going to throw this out there and it's going to you first, but as I told each of you when we were talking before the program, just jump in. make me silent and render me useless especially since I have to hold



this wedding singer mic. Okay?

UNIDENTIFIED: [Chuckle.]

MS. KARIBJANIAN Anybody who has taken my class will know exactly what I mean by that. So, very broadly is where I want to start and I first want to put it to you by, and then ask everyone to chime in. Do you believe that 2018 was the beginning of a surge of more women attaining leadership roles in politics?

MS. TAYLOR: Well, definitely there were more women running in 2018 than there were in, in '16 or '14, um, which, if there's more women running there's more of a chance of women winning. Ah, and I think that there was for a lot of, ah, different national reasons, I think you saw the beginning of the #metoo movement which was huge for women. I think the, our president had said some things that kind of riled up the women's base a little bit which caused them to come out. Um –

UNIDENTIFIED: [Laughter.]

MS. TAYLOR: – and, and I think that it not only was it the beginning of a surge of women voting, or ah, excuse me, running in 2018, I think you saw, ah, a surge of women voting in 2018 in record numbers that you hadn't seen before. Ah, which is quite frankly a, a trend that I, I hope we continue to see into 2020 and 2022.

MS. KARIBJANIAN: Lots of nodding. What do you have to say?

MS. JENNINGS: Well, so, let me follow-up with that. I agree with you and I; I did bring a few dry statistics and, and then hopefully I'll say some other things that isn't quite so dry. But I ran for the first time in 2018. Never ran for elective office before I learned everything I know from Lieutenant Governor Bethany Hall-Long [chuckle] –



MS. HALL-LONG: [Chuckle.]

MS. JENNINGS: – was a tremendous help all along the way. Um, and, enjoyed many times with Jill –

MS. FARQUHARSON: Hum, yes. Yeah.

MS. JENNINGS: – on the, at Town Halls and then the debates. But 2018 really was a watershed year in our recent history. Ah, 50.3 percent of eligible voters, ah, voted across the country making it the highest turnout in a midterm election since 1914 and the first time a majority of eligible voters cast ballots since women gained the right to vote. In Delaware, the percentage was even higher. More than 360,000 Delawareans voted. That translates to a turnout rate of 52 percent. Those are the stats. The reality is that in Delaware everywhere I went, everywhere I looked there were women running for office. And most of us for the first time. In fact, you have nine statewide elected offices in Delaware, five are now held by women. And one of the highlights of my entire career was standing on the stage on election night after the votes were cast and the results were in and holding hands with all of the women candidates – Bethany you were there –

MS. HALL-LONG: Yep.

MS. JENNINGS: – and when we held our hands up high you could see us from one end of that stage to the other. And I've never seen anything like it before. It was emotionally, ah, an amazing moment and so satisfying. We have all been professional colleagues since then and every time we see each other we just have that bond together that we share, um, in history. So, it was a pretty special moment.

MS. KARIBJANIAN: Lieutenant Governor, you know –



MS. HALL-LONG: Yes.

MS. KARIBJANIAN:— you, you’ve been at the, now you have more company
[indiscernible] –

MS. HALL-LONG: I do. I love it.

PANELISTS: [Laughter.]

AUDIENCE: [Laughter.]

MS. HALL-LONG: I love it. And, for me it’s exciting and it’s great to be in a classroom because you know in my other life I am a University of Delaware professor and I often tell those stories about women but as our Attorney General has stated, um, and Ms. Taylor, not only do we have the more women running but it was a great night up until – you know, my first couple of years as a statewide elected official I was the lone statewide from the state level elected woman. Now, if you look at Congress, we had recently also the same year I was elected in 2016 and sent for the first time a woman to Congress and a woman of color. How many of you are from Delaware? A show of hands? I’m going to turn it on you. Okay. And how many of the – probably a third, a third to a half of you are from Delaware. So, that was a big deal. I was so excited election night to be standing there statewide with all the women and it was out lone male Governor and the, the reason I feel that women are, in, in the force more now is because of certainly the movement and activities, but people are looking for, voters are looking for – whether you’re a Democrat, Republican – for someone they feel is going to listen and to listen well and to reflect their views. And so, I know for having served as a member of the House and Senate in Delaware and having run, but I was very lonely. Even back in the day at times in our caucuses where we had very few women. So, it’s exciting

to be here. I think the trend is going to continue. And it really does come down to women's movement, but it really also comes down to the voters and the voters really, really listening to who they feel are going to represent them best.

MS. KARIBJANIAN: Well, to Cathy and Jill, let me bring you in here. But I have some –

MS. FARQUHARSON: Yeah.

MS. KARIBJANIAN: – statistics too. And as a news person, it's not always positive what I'm able to find –

PANELISTS: [Chuckles.]

MS. KARIBJANIAN: – because in 1992 which was the last so-called year of the woman the percentage of women in Congress grew significantly from six percent to ten percent and then it's gained just a little bit every year. In 2018, it, you know, it went from 19.6 percent to 23.7 percent. You would think that, you know, it would have grown faster and harder especially considering #metoo and the language that's been coming out in politics. The tone of politics, not just from the White House, but the tone in politics general. So, what's going to be the total push up the hill?

MS. MCLAUGHLIN: I think if you think about the, the way people get elected especially at the national level is they come up through the states and right now there isn't enough women, there aren't enough women in the states to fill that pipeline. So, '92 was sort of a year of the woman that didn't really, that lasted one year. And so, I think what they're doing now is there's a lot more women in state legislatures. 40 percent of state legislatures are now women. At the local level, so, those, that's a pool of candidates who are



coming up. One of the effects that I found when we were talking about this is of the women who ran for Senate, 80 percent of them had legislative experience prior to running. Only 22 percent of the men had any government experience prior to running. Women just have, women need to be asked to run. There's a lot more organizations out there now asking women to run. There's some great organizations that are bipartisan. Elise Stefanik who is a young Republican woman from upstate New York just started a new PAC that she's getting women to run. There's Emily Cherniack is running an organization where they're bringing former veterans and AmeriCorps people who have served in public service to now run as well. So, I think there's more organizations and it's not just the Emily's List or the Wish List. There's a lot more organizations and they're looking at people with different experiences and bringing them into the process.

MS. KARIBJANIAN: But Jill –

MS. FARQUHARSON: And I –

MS. KARIBJANIAN: – you've walked the Senate Floor –

MS. FARQUHARSON: Yes.

MS. KARIBJANIAN: – so, where are the women?

MS. FARQUHARSON: Well, I mean, what I would add to that, that there's the phrase that you can't be what you can't see. And, in this case you may not be able to believe what you can't see. So, with this, this surge of women and –

MS. MCLAUGHLIN: Um-hum.

MS. FARQUHARSON: – and at the state level hopefully the voters will actually – and, and people will say, okay, I can, I can do it. I can run for office. Um, and then hopefully, you know, with, with voters they, they will believe in what



they see, and they will continue as Emily said ,the, the more women that run, the more women we're going to elect in office. So, we just need more women to –

MS. KARIBJANIAN: So, the, the House is just under 25 percent? The Senate's at 25 percent. But I can remember back in '92 – and no one in this room probably remembers that – but some of us might. Roxanna Arsht. She was the first female judicial person appointed in Delaware. She was a spitfire. And we did a program right after '92 and she stood up and it wasn't necessarily her first quote and the numbers aren't accurate, but it said a lot: Two percent is fine for a cup of milk but it's not good enough for our government.

MS. MCLAUGHLIN: [Chuckles.]

MS. KARIBJANIAN: And we really aren't all that far beyond it. So, what's it gonna take?

MS. JENNINGS: You know, I think when I ran, I ran in part because being Attorney General is the job that I knew I would love, and it is the best job in the world. But, but, um, I think also voters were looking for change. I mean, voters are always looking for change.

PANELISTS: Um-hum.

MS. JENNINGS: But fundamentally people are just tired of not getting anything done and people are tired of bickering and fighting that doesn't achieve any kind of positive result. I think it's on us to reach across the aisle to reach consensus on issues to show that by voting for us you have the change that you've asked for and we are going to keep growing and growing and growing.

MS. TAYLOR: Well, yeah – well, and I think when political parties try to do it you call it building a bench, right? You try to elect people within your legislature, and you build them up throughout the ranks. And I think what women need to focus on is, ah, bipartisanly building a bench. We elect some state representatives; we've done a great job electing statewide officials and, and, and continue to keep that trend going, um, and keep doing it instead of just having it be one election of the woman.

MS. KARIBJANIAN: Although I think your party has to be concerned, right, because it, there's, are there enough women that you feel in the Republican Party in Delaware to build your bench?

MS. TAYLOR: Well, I, yeah, no, there's absolutely enough women –

MS. KARIBJANIAN: Okay.

MS. TAYLOR: – ah, we need to do a good job at recruiting them and –

MS. KARIBJANIAN: Asking, as –

MS. TAYLOR: – giving them to training.

MS. KARIBJANIAN: – Cathy said. Asking.

MS. TAYLOR: Getting them to run and getting them elected so.

MS. KARIBJANIAN: Is it harder for a woman? Kathy Jennings, could you have done this –

MS. JENNINGS: Yes.

MS. KARIBJANIAN: – when your kids were in elementary school?

MS. JENNINGS: No. Probably not as a single mom but I think there is this view of what running is and then there's the reality of what running is. I have to say I had a totally skewed view even though I was around, um,



political races from the time I was in college, ah, at the University of Delaware. But the reality of running is very different. You know, a lot of this is you have to raise money. You have to have enough money to get your message out or you can't get your message out even in Delaware. You have to be willing to be out there all the time; be at every event, go through and meet and get to know every RD committee in the state of Delaware; and attend debate after debate. I think we had what, AJ, 27 debates or –

MR. AJ: I think that your memory is being too kind. I think it was [indiscernible].

MS. MCLAUGHLIN: [Laughter.]

MS. FARQUHARSON: I think it was more too.

MS. JENNINGS: Well, there were a lot of debates and so, you know, that's the reality of campaigning. It's good, you have to basically like people.

PANELISTS: [Laughter.]

MS. JENNINGS: You have to want to meet people. And you have to listen to the people you meet. And so, looking back on the year I campaigned, AJ and I – AJ was my campaign manager and we were together every day, every night, seven days a week – it was remarkable but it was remarkable for what I learned as much as the reason I was running because I gained so much from meeting people in all walks of life from all over the state of Delaware. And even in our small state people have very strong views depending on where you are. For example, in Sussex County –

MS. FARQUHARSON: Um-hum.

MS. JENNINGS: – the environment and the polluted water, drinking water, is a huge, it's a huge concern for all of us but I heard it –



MS. MCLAUGHLIN: Um-hum.

MS. JENNINGS: – a lot.

MS. MCLAUGHLIN: Um-hum.

MS. JENNINGS: Loud and clear in Sussex County.

MS. FARQUHARSON: [Indiscernible.]

MS. JENNINGS: And that's just one example. So, it's, it is not always glamorous, but it is always worthwhile.

MS. KARIBJANIAN: You are one of seven female Attorney General, Attorneys General in the country. You are also a minority in the country.

MS. HALL-LONG: Um-hum.

MS. KARIBJANIAN: One of fifteen –

MS. HALL-LONG: Right, and that's increased –

MS. MCLAUGHLIN: Um-hum.

MS. HALL-LONG: – ever since 2018.

MS. KARIBJANIAN: Oh.

MS. HALL-LONG: [Indiscernible.] I am the, um, treasurer of the National Lieutenant Governors Association and I am the chair of the Democrat Lieutenant Governors Association nationally and in those leadership roles we've seen a, a shift. But I will add to wanting about running in this audience. When you want to run and be in office I did it with a child who was not out of kindergarten, um, and there are differences and there are misnomers. The first door I ever knocked at, the first door I ever knocked at, "oh it's so nice that you're helping your husband." My, my husband. Um, so there's, you know, difference in perception. But women can do that and building and building like you said the bench and working through the misnomers, giving the support,

letting people know that we are able to do this and there's this expectation, "oh you're abandoning your child, or you're not here, you don't have support."

Women are held to a different standard. I go out on campaign trails in a primary with the guys or whomever are running, nobody looked at what they had on. They could have worn the same suit with the same tie, with the same hair for a week. Heaven forbid if Kathy or I or any of us running for office had the same dress on two days in a row, which didn't happen I'm sure, but you know we are held to a different standard still. Um, but the good news is where like each of you our here, you've got a passion and you've got a why. Why and your passion will drive you if you decide to run. One of the reasons I came tonight was try to inspire you, to say thank you to the democrats and republican students. Know your passion, know your why. And as our Joe Biden says, its not so many times you get knocked down, it's how many times you get up. I lost my first election by absentee ballots. It wasn't fun. So again, politics is a personal sport, you know? But you do it for the right reason and you do it for your passion and you do it for your why.

MS. FARQUHARSON: And I would add from, um, a staffer perspective as a, as a woman, um, I was a traveling press secretary for a Senate race in Indiana and no matter where I went, um, everyone would assume that I was either the assistant, the wife, or the daughter.

PANELISTS: [Laughter.]

MS. FARQUHARSON: No matter where I went. And so, I think constantly being underestimated in some way is something that you have to, to deal with. Here, I, I think this past campaign being campaign manager I was really fortunate to be able to, um, work with candidates and candidates teams that,

um, saw me as campaign manager but there were still times when going into a meeting that people would just kind of “like you are campaign manager – okay, well can you, can you tell Tom that I said this?” And so, you kind of have to get used to that, I think, especially as a, as a young woman. Hello. Um, but yeah, just constantly being underestimated, the scrutiny, um, stuff –

MS. KARIBJANIAN: Well, you know, you think about it, um, everybody talked about waited for Hillary to cry –

UNIDENTIFIED: Um-hum.

MS. KARIBJANIAN: – in the first campaign. They talked about what she wore as much as they talked about what she said.

UNIDENTIFIED: Right.

MS. KARIBJANIAN: I think each of us probably ran a brush through our hair before we sat down here –

UNIDENTIFIED: I did.

MS. KARIBJANIAN: – tonight. I did freshen my makeup. I mean, it’s a, the different standard is also on us.

UNIDENTIFIED: Um-hum.

MS. KARIBJANIAN: I’m not saying we should have all come here in sweat pants or wearing –

UNIDENTIFIED: Right.

MS. KARIBJANIAN: – the same suit and tie than if we’d been wearing –

MS. HALL-LONG: Ands that’s what I –

MS. KARIBJANIAN: – [indiscernible].

MS. HALL-LONG: – what I had stated. And [indiscernible] our state auditor has joined us in the back of the room, Kathy McGinnis.



MS. FARQUHARSON: [Chuckle.] Hey –

MS. HALL-LONG: Wave. One of the other females –

MS. FARQUHARSON: – Kathy –

MS. HALL-LONG: – statewide officials.

MS. KARIBJANIAN: [Laughter.]

UNIDENTIFIED: Yeah.

MS. JENNINGS: But you know, I think the coolest thing for me about getting elected is I don't get interrupted at meetings anymore.

UNIDENTIFIED: Yeah.

PANELISTS: [Laughter.]

MS. HALL-LONG: And Cathy has some great stories.

MS. JENNINGS: What, what –

MS. HALL-LONG: You have good stories.

MS. JENNINGS: – what I have done in my life up to this point I never got through –

MS. HALL-LONG: Yes.

MS. JENNINGS: – a meeting where the guys weren't interrupting or like adopting your idea and being given credit for originating –

MS. TAYLOR: Oh, [indiscernible.]

MS. JENNINGS: – that idea. We have all experienced that.

MS. TAYLOR: That's – yeah.

UNIDENTIFIED: Um-hum.

MS. JENNINGS: And now I can get through a couple of sentences without being interrupted.

MS. KARIBJANIAN: I find that shocking because I've seen you in the



courtroom and, I wouldn't interrupt you. But, Cathy, do you see a lot of change happening especially as we here, I mean, you probably want to know how to bottle this Delaware –

MS. MCLAUGHLIN: Energy.

MS. KARIBJANIAN:– magic.

MS. MCLAUGHLIN: Right. Right. Good energy. I think the thing that, that's interesting, I, at the Institute of Politics where I worked prior to coming here, our whole goal was to get young people involved in politics and public service. And I would say I have a couple of really good success stories right now because Peter Buttigieg was one of my students.

UNIDENTIFIED: Oh.

UNIDENTIFIED: Oh.

UNIDENTIFIED: Oh.

MS. MCLAUGHLIN: When he was 17 he wrote an essay for a contest that we did, as a 17-year-old student, and he wrote it about Bernie Sanders which is the funniest thing.

PANELISTS: Oh, oh.

MS. MCLAUGHLIN: And, and so he wrote –

MS. KARIBJANIAN: Do you have a copy?

PANELISTS: [Laughter.]

MS. MCLAUGHLIN: I don't but it, it is available. Um, and then, um, Elise Stefanick was one of the students that worked with us and she is now the, she was up until when AOC got elected she was the youngest Republican woman who got elected from upstate New York. And, um, the new woman who is the mayor of Phoenix, Arizona –



PANELISTS: Um-hum.

MS. MCLAUGHLIN: – is a young woman who is probably 37-ish. First woman to run a major city. And so, I think part of that is, is like you see these young people and I think they're colleagues, their male colleagues see them differently than maybe our male colleagues saw us when we first started.

UNIDENTIFIED: Um-hum.

MS. MCLAUGHLIN: They, you know, I'd see them working together and she was, Elise was the chair, she was the vice chair of our student advisory committee when she was a student. I mean she always helped carry the chair and we used to make jokes about the fact that, you know, Elise was going to run the world and the Chair was going to go out and make money. And that's exactly what happened. We didn't plan it that way. But, but I think those women, I think the younger women don't have some of the obstacles that we encountered as we were getting started. And I said I think you just have to learn your style of how do you go in there, and I use humor a lot 'cause I had, I worked at Harvard where it was a very male dominated world and there were several women of us in a meeting and a lot of times we would get interrupted or we all learned – and this happened in the Obama White House too – is they would, the other women in the meeting would say after, if a male repeated it and then tried to take credit, would say, "Oh, isn't that what Cathy just said?"

MS. JENNINGS: [Laughter.]

MS. MCLAUGHLIN: And we would do that in front of the men just to sort of like say, no, no we see what you're doing. And I think having more women around to support – I know Jean Shaheen, who is one of the senators from New Hampshire –



UNIDENTIFIED: Um-hum.

MS. MCLAUGHLIN: Jean has worked really hard and the Democratic and Republican, Republican women, Senators, get together and have dinner, I think it's once a month. And they actually sit down, and they've created more legislation with fewer people than – and the men have done it a long time – so women have a reputation of being collaborative and working together and doing things –

UNIDENTIFIED: Um-hum.

MS. MCLAUGHLIN: – which, you know, I think voters see that and say that's what we want. So, if you can give them that as a model I think that helps.

MS. JENNINGS: And helping each other –

MS. MCLAUGHLIN: Yup, um-hum.

MS. JENNINGS: – is so important. I will always be so grateful to Lieutenant Governor Bethany Hall-Long –

MS. FARQUHARSON: Um-hum.

MS. JENNINGS: – for those midnight texts [chuckle.]

UNIDENTIFIED: [Laughter.]

MS. JENNINGS: How are you doing, how's it going, can I help, you know, what can I –

UNIDENTIFIED: Right.

MS. JENNINGS: And also, to Congresswoman Lisa Blunt-Rochester. I tried to meet with as many elected officials as I could to get an idea of what, what it's like to run, what's the reality and quite frankly this, the meeting I had with her was amazing. She just nailed it in a way that I don't think any man



could have. Ah, and the advice she gave me I thought of every day when I ran.

UNIDENTIFIED: Um-hum.

MS. JENNINGS: And so, we have to help each other.

MS. FARQUHARSON: Well, that, that raises one point that I wanted to make sure that I shared with this group in particular. Um, the importance of finding a mentor and embracing the mentors that you find in life. I have women that I work with who have seen me through from being an intern all the way up to campaign manager and ah, it, it takes a willingness to accept constructive criticism, um, without you know, being indignant. Um –

UNIDENTIFIED: True.

MS. FARQUHARSON: – you just, just having someone to vouch for you and then constantly proving to them that, that you're, you know, worthy of their trust and, and it's a really wonderful relationship and something that I think that female or male everything benefits from finding a mentor. But females especially, I've been very fortunate to have a lot of really powerful and empowered women in my office that have mentored me.

MS. KARIBJANIAN: And you're all, and, and actually when you were working the campaign the Senator's office is, is heavily female.

MS. FARQUHARSON: Yes, yes. So, he's, he's obviously male but, um, at some point, ah, his campaign manager, his legislative director, comms director, every – the three county directors, state director, both press secretaries, EPW, ah, staff director all female. So, his senior – and right now his chief of staff is female. So, um – his new chief of staff – so we have a very female centric office. So, I'm just very fortunate to work for someone who

heeds the advice of some strong women.

MS. TAYLOR: Well, and I think that's a good point to be made because a lot of times we use the metric of how many elected official women we have –

MS. FARQUHARSON: Um-hum.

MS. TAYLOR: – but there's a huge influence of women when – I mean, I'm the executive director of the party, um, when you look at the behind the scenes aspect of it that are directing policy and getting people elected and, and working behind the scenes of it, they may not be directly affected themselves but I think that's a lot of the power of women in politics right now is the behind the scenes people.

MS. KARIBJANIAN: Cathy, I think you said that we're worried so much about breaking the glass ceiling but not looking at all the breaks along the edge of the women who might not be on the top tier –

MS. MCLAUGHLIN: Right, but they're out there.

MS. KARIBJANIAN:– but are there.

MS. MCLAUGHLIN: And we should use them. And I, I would add on to your idea of having women mentors. Male mentors can be just as helpful. I used to, at Harvard I had deans who didn't always listen but –

MS. TAYLOR: Um-hum.

MS. MCLAUGHLIN: – I had this great mentor who he, he wrote the presidential book on presidential historians. He is –

MS. FARQUHARSON: Um-hum.

MS. MCLAUGHLIN: – amazing and I had [indiscernible]; Dick Neustadt would say, I'd say to Dick, "you know the Dean's not really listening. And, he

said, “don’t you worry, I’ll take care of this.” And ten minutes later the dean would call me and say Cathy, that’s a great idea.

PANELISTS: [Laughter.]

MS. MCLAUGHLIN: And like, okay, so, he didn’t think it was mine and he thought it was Dick Neustadt’s, but I got what I needed. So, I mean, figuring out how to do that and finding a, a mentor whether it’s a man or a woman, I think you can really make a difference and, but you have to figure out what are those little tricks to get around so that, you know, you don’t threaten some of the men who might feel a little more threatened.

MS. KARIBJANIAN: So, find your way, find your mentor and figure out how to use your gender as an advantage. Can it be a true advantage to be a woman in a male dominated scene?

MS. HALL-LONG: Yes.

MS. JENNINGS: Yes, absolutely.

MS. KARIBJANIAN: I’m glad you said that.

PANELISTS: [Laughter.]

MS. KARIBJANIAN: [Laughter.]

MS. MCLAUGHLIN: If you said no, this was going to be a short –

MS. JENNINGS: Yeah [indiscernible].

PANELISTS: [Indiscernible.] [Cross-talk.]

MS. JENNINGS: We’re all going home.

MS. KARIBJANIAN: I might have had a fit but –

PANELISTS: [Laughter.]

MS. HALL-LONG: And I come from a house full of men so for all the men out there who are here we love you too, right?



MS. TAYLOR: Right.

MS. HALL-LONG: We're all in this together and it's about really making that change that you each want to see. That's why you're part of the Republican Committee, why you're part of the Democrat Committee, and why you're here tonight following that passion and taking that and, and, and finding that candidate you believe in, working on the policies you believe in whether it's county, city, state, whatever level. Right? Because; and women have it different. People love to work with women because they feel we use our two ears versus the one mouth more. Some people have two; we have two ears and one mouth for a reason and, ah, a lot of times, you know, no offense but some of the guys like to over talk. So, I find that women are really good listeners.

MS. JENNINGS: Yeah, and they also; it's incumbent upon us as elected officials now to make sure that we are looking for women in leadership positions. There are, um, over 200 attorneys in the Attorney General's office and we have, um, you know, one of the largest, we have the largest law firm in the state of Delaware. And so, there are many units within our office. There are five divisions and I think currently we have three division directors, ah, who report directly to the Chief Deputy and to the Attorney General who are women. And I continue to consciously look for a good mix of people. Diversity creates a better culture. It just does. And so, included within that is a diversity of views, a diversity of approaches to solving problems, and reaching consensus and ability to listen. But it is incumbent upon us to make sure we're looking; we're looking to achieve that diversity.

MS. HALL-LONG: And now they're all going to go to law school and apply



for a job.

PANELISTS: [Laughter.]

MS. KARIBJANIAN:[Laughter.]

MS. JENNINGS: Oh, it's the best place in the world to work. Did I say that before?

PANELISTS: [Laughter.]

MS. KARIBJANIAN:Emily, what matters more, ah, political party affiliation or gender?

MS. TAYLOR: Well, I'm the Executive Director of –

PANELISTS: [Laughter.]

MS. TAYLOR: – of the party.

PANELISTS: [Laughter.]

MS. KARIBJANIAN:[Laughter.]

MS. TAYLOR: So –

MS. HALL-LONG: That's a tough one for her [indiscernible].

MS. TAYLOR: – obviously. Well, diversity is really important. Ah, I think diversity within political parties is important. So, I think that we should have a mix of Republicans and Democrats in Delaware but I think diversity within genders is important so we should have a mix of, ah, women and men who are, who are doing that. So, I, I think diversity amongst both of those fields is different.

MS. KARIBJANIAN:Jill, did you run your primary campaign any differently than your general election campaign?

MS. FARQUHARSON: So –

MS. KARIBJANIAN:One was a female opponent and one was not.

MS. FARQUHARSON: Yeah, so after we spoke on Friday I really tried hard to think about that and I think going to what Emily said the diversity of, um, of opinions and, and what those two candidates believed in and what their platforms were, and what their agendas were for Delaware totally different and frankly, a little bit incomparable. Um, so I don't know; I really was thinking about this and I don't know that in that case the gender per se made a difference in those two candidates versus what their, you know, what their beliefs were.

MS. KARIBJANIAN: I do think there's been some change. I mean, perhaps it's the tone that's come down but #metoo has also had an impact and it makes me wonder is, is #metoo an, an inoculation for a female candidate? Because you're going to find more potential issues with a male candidate than you're going to find with a woman. First, they haven't been in office as long as, as anyone else to go back and go through history. But it's just the sheer visual of the two different genders. So, could we anticipate that women candidates will do simply better for not having so much mud thrown at them?

MS. TAYLOR: I think from running a, from a perspective of running a campaign, you absolutely run a campaign different against a woman than you would run against a man. Um, just in terms of comparison, you know, literature pieces that you would run against a man that you wouldn't run against a woman, um, and things you would say. So, will that equate to more wins? I don't know. You still have to have the better candidate right? But, ah, in terms of running campaigns that I've run against, or, help candidates run against guys and running campaigns that I've helped candidates run against women, you, you have a softer touch when you run against a woman, um, and

whether that's a good thing or a bad thing, you know, it's just, we're women.

We have less you can go after us for.

PANELISTS: [Laughter.]

MS. KARIBJANIAN:[Laughter.] I hate the term pink wave. I hate it.

UNIDENTIFIED: [Chuckle.]

MS. KARIBJANIAN:I don't like it. I think it diminishes what a woman can bring to the table. It gives me the impression of, you know, pink bows in the hair.

What do you think?

MS. JENNINGS: I don't know. I went to a pink wave rally, so I think I'm okay with it.

MS. KARIBJANIAN:[Laughter.]

PANELISTS: [Laughter.]

MS. JENNINGS: But having said that, you know, we, we rise or fall on our own strengths. I don't think I said a negative word about anyone who was running against me. So, with three opponents in the primary, one in the general, and we tried to just stay on message the entire time, stay positive, stay goal-oriented. And so, substantively it matters that you're a subject matter expert for the position you are running for. Um, what it, whatever we call it, pink wave, whatever, its basically we have to be good at what we do, um, because I think voters are smart and they're going to see through fluff, and they're going to see substance.

MS. KARIBJANIAN:Do you care for the term? [Laughter.]

MS. FARQUHARSON: Oh, well, I was at that rally too.

MS. KARIBJANIAN:[Laughter.] Ah –

PANELISTS: [Laughter.]

MS. FARQUHARSON: So, I think that mostly –

MS. KARIBJANIAN: Obviously I wasn't.

PANELISTS: [Laughter.]

MS. FARQUHARSON: Um, no, I mean, the, I, I, I just think going back to that question too. I mean, it's true, there's two, two different candidates and two different ways that you might strategize around, around them,. But, um, there is also in, in my case between a primary and a general two different electorates, two different – you know, so there's just so much in how you're changing the strategy. I think that's why it's like apples and oranges because there's a lot more than, than just the individual that defines I think where you're spending money and how.

MS. KARIBJANIAN: So, if we're talking pink wave can you be a feminist and feminine and in elected office?

MS. HALL-LONG: Absolutely. All the way.

MS. FARQUHARSON: You can be it all.

MS. HALL-LONG: I'm in women's studies here, faculty affiliate, ah, League of Women Voters forever. Ah, and we can absolutely be there. Ah, ah, you know what, we all bleed red. Okay, I'm a nurse, teacher, seen here and it's really about the commonalities and what we share. And sometimes we're very different. I've never had the fortune of ever having an election where I wasn't attacked or accused of things. Its just the way it is whether I'm a woman or what my belief system might be. But it comes down to what people want to hear and what we have in common. And I too was at many pink rallies but to me it wasn't so much about the pink rally as much as it was let us stand up for women's issues that I believed in or the issues I support

about economics and fairness. Chairing the Board of Pardons, you know, justice issues. So again, um, I think those of us in the front lines don't get so caught up always in the colors as much as we do and what that color stands for. So, um, I don't know if that answered your question?

MS. KARIBJANIAN: Well, I think that we just proved that you could be a feminist and feminine –

MS. HALL-LONG: Yes –

MS. KARIBJANIAN: – at the same time.

MS. HALL-LONG: Yeah.

MS. KARIBJANIAN: So that, that actually works –

MS. HALL-LONG: Yeah.

MS. KARIBJANIAN: – quite well. You know, Pew did a, a survey just before the midterm and they asked are women good in leadership roles? It wasn't just too politics and I'm just going to paraphrase and not get a lot of the numbers right. But, the majority of people said yes, women in leadership positions change things for the better. However, when asked, do you think America –

MS. HALL-LONG: Hum.

MS. KARIBJANIAN: – not necessarily you, the off in the corner America, the general term, is ready for a woman in the White House. The response was no. And I find that really disheartening.

MS. TAYLOR: I think you hit on this a little bit earlier is generationally I think we see a gap in – if you ask guys my age I think they'd have a very different answer than if you asked people, guys my father's age.

MS. MCLAUGHLIN: Um-hum.

MS. TAYLOR: Um, so, we're, we're getting closer to seeing it but, you know, I, I don't think that's a male female gap; I think that's a generational gap.

MS. MCLAUGHLIN: I agree. I think it's much more generational. I think people don't understand, like, they think oh, I can't see that. I tell this story I was telling one of the staff earlier, that in Ireland I, we did an event with the president of Ireland –

MS. HALL-LONG: Hum.

MS. MCLAUGHLIN: – and she said, she was talking about being a woman as president and she went to a kindergarten and was talking to the kids and said to one of the little boys, you know, do you want to grow up and be president? And he laughed. And she said why are you laughing, you? He said, I can't be president, only girls are president here.

MS. HALL-LONG: Oh.

PANELISTS: [Laughter.]

MS. MCLAUGHLIN: Because for the 20 years there had only been women presidents of Ireland.

MS. HALL-LONG: Oh my –

MS. MCLAUGHLIN: So, this little boy just assumed it was only women who could be president. So, its that role model of seeing more and more women and younger women and some of these, um, candidates, and I won't go into any names, but there are people who like, they just sound, like, you think really, you really think people believe that? And it doesn't matter so much on the policy issue it's just the way they present it. Where you might have somebody who comes out who is younger who says, well, let me tell you what I think in a different tone and I think it makes a difference and when people see

more young Elise Stefanik's or AOC or whatever they see people that look like them –

MS. HALL-LONG: Um-hum.

MS. MCLAUGHLIN: – and they want to run. And, they're doing a lot of work that an organization that I mentioned Emily Cherniack's, ah, New Politics, and they're really focused on military leaders and non-profit leaders.

MS. HALL-LONG: Um-hum.

MS. MCLAUGHLIN: So, they said they wanted to be in public service, they wanted to engage and so they've got – and so Chrissy Houlihan was one of her candidates; Mikie Sherrill from New Jersey was one of her candidates – and they're actually going out there and looking for people. And I helped her in the early days when what they do when they do these workshops, they literally, they have this book and for about four weeks they get together, I think, its twice a week and they talk about, they answer all the questions like why are you running, what are your biggest challenges, what do you need help on.

And then they get them all together in a room and they all realize –

MS. HALL-LONG: Hum.

MS. MCLAUGHLIN: – they have the same challenges and it's like, okay, what can we do, what can the party then help backfill? So, if it's money that you can't raise, or you feel uncomfortable then the party knows that's what we really need for this candidate. And so, it's a really interesting model of helping them really take a step back before they run to think why are you doing this, is it a good idea, is it not a good idea? Seth Moulten who just announced that he's running for president today; Seth was one of her very first clients who sat with them as a military person and said why are you thinking about running?



And like went through all these questions and it's really revealing because I'm sure you've done this but maybe not in a setting –

MS. HALL-LONG: Um-hum.

MS. MCLAUGHLIN: – like in a group setting like that. But it's been really thoughtful of what they thought –

MS. HALL-LONG: Um-hum.

MS. MCLAUGHLIN: – they could do and what were the challenges. And then say, and then there were people who went to the sessions we hosted that said, you know, now that I've looked at all this, I really don't think I should run. But there were other candidates who stood up and said, I do. So I think that you're seeing more models and you're seeing more models of how to get young people engaged that it's not just the Emily's List or the Wish List, there's all kinds of different models of people and I think it represents the country better when you have all different kinds of models.

MS. KARIBJANIAN: Are; do you find it though disconcerting that there're so many Democrats running right now? I mean, that has something that; I mean, it just seems that standup and, and it, it's, you know, far out at this point. So, I know that the field will be weeded through and perhaps this week it will be weeded through even more, um, to, you know, have new names rise to the top. But, it seems as though right now it's an open field. It's just like come on in and run for president. No?

MS. HALL-LONG: That's democracy at it's best.

MS. KARIBJANIAN: [Laughter.]

MS. HALL-LONG: If you think back to 2014 you had like 16 or so on the Republican primary side –



MS. KARIBJANIAN: Yeah.

MS. MCLAUGHLIN: Yeah.

MS. HALL-LONG: – right, and to the Republicans out here I'll give you a quiz. Um, and so, you know –

MS. KARIBJANIAN: What to list all of the names?

MS. TAYLOR: Oh.

MS. KARIBJANIAN: [Laughter.]

MS. HALL-LONG: Yeah. Really, right? And, but it will, it will whittle down. But it is time for, you know, whether a woman or whomever best represents America we need in our White House. And so, um, you know, the Pew surveys are great from the researcher side. I am a research scientist here and some of you are probably doing those classes. Again, it gets back to her comment, probably it could have been the time of day they called, if they used a landline versus a cell phone. You know, looking at the research methodology of when they did that survey is really important. So those of you who are going to be in the political front lines of doing data and front-line work, that's a really important job too, ah, for you to consider for those of you interested in careers in politics.

MS. KARIBJANIAN: Or, interning with the Center for –

MS. HALL-LONG: Yes.

MS. KARIBJANIAN: – Political Communication.

PANELISTS: [Laughter.]

MS. JENNINGS: That's right.

MS. KARIBJANIAN: [Laughter.] Or, the Biden's.

MS. HALL-LONG: Or interns, right? You love the interns.

MS. KARIBJANIAN: Here's; I, I, I don't want to let it all go by without at least talking a little bit about some of the horror stories. I mean, I had them as well in broadcasting. I had a former elected official who said, oh, doll baby come here. Can you get me –

MS. HALL-LONG: Oh!

MS. KARIBJANIAN: – some water? And I politely did because of the time it was in our society, and the shock on the face of this person when I was the moderator of the debate that this person was participating in was just shock.

MS. HALL-LONG: But that's because you looked so young.

MS. KARIBJANIAN: It was –

MS. MCLAUGHLIN: [Laughter.]

MS. KARIBJANIAN: – I, I, it was, it was an unusual – but I know that everybody has had that, and I think we learned from that. We learned, we learned from the experience of how you dealt with it. I didn't come on the attack. I just figured my presence was going to take care of this. I will acknowledge, I will prove who I am by what I'm about to do. I know you had to have had some of that. You were in a very male dominated field –

MS. HALL-LONG: Oh, my gosh –

MS. KARIBJANIAN: – early on.

MS. HALL-LONG: – was it ever. You should tell the story of the Supreme Court story.

MS. JENNINGS: I know. I wish –

MS. HALL-LONG: You don't have a whole lot of time, but you could probably whittle that down. [Indiscernible.]

MS. JENNINGS: All right, we'll whittle it down.



MS. HALL-LONG: This is amazing those of you, this is pretty
[indiscernible].

MS. JENNINGS: When I joined the Attorney General's office in the
criminal division I was the second female in the entire state.

MS. HALL-LONG: Can you imagine, guys?

MS. JENNINGS: Law enforcement was all guys; prosecutors were just
about all guys. But the woman who was there really helped me. She
mentored me and I'll never forget it. Segue into the U.S. Supreme Court. So,
we had a criminal case that went all the way up to the United States Supreme
Court and I had written the petition for cert and then helped write the briefs
before the U.S. Supreme Court. And so, I got to go down, ah, with the all-male
lawyers and sit at counsel table before the United States Supreme Court.
Pretty big deal when you're a brand-new young lawyer. But, the, they were so
unused to having a female at counsel table that they had to check and recheck
my credentials twice to make sure that I was there and not the secretary or the
paralegal who would be sort of illegally unauthorized sitting at counsel table.
And so, that's something I never forgot but the, the key I think for all of us,
because we all have stories, is knowing when to speak up –

MS. MCLAUGHLIN: Um-hum.

MS. JENNINGS: – because you can't fight every battle. In my last
month as state prosecutor in charge of the criminal division, um, there were a
group of people in the hallway. There were, there was a guy, a, an older
prosecutor who'd been there for a long time and a couple of other people one
of whom was a very young female prosecutor. And he was telling her – I
overheard it in my office – he was telling her how to dress for certain judges.

MS. MCLAUGHLIN: Oh.

MS. JENNINGS: This is how you dress for this judge; this is what this judge likes. And I thought you know what? That's it, I'm out. So –

PANELISTS: [Laughter.]

MS. JENNINGS: [Indiscernible] down the hallway and I said, don't you ever dress for a man. Don't you ever listen to stuff like that. You are you and you are not dressing for anybody else. And I went back to my office and they probably all like, were like, what –

MS. KARIBJANIAN: No –

MS. MCLAUGHLIN: They all probably ran going oh my God.

PANELISTS: [Laughter.]

MS. KARIBJANIAN: [Laughter.]

MS. JENNINGS: But you have to pick and choose those moments –

MS. KARIBJANIAN: Yeah.

MS. JENNINGS: – and I thought this, this young female prosecutor is going to walk away if I don't say something and she listened to this guy.

MS. KARIBJANIAN: Jill, do you want to share the story you told me?

MS. FARQUHARSON: Oh. Ah –

MS. KARIBJANIAN: Or you can tell; you can tell another story if you'd like.

MS. FARQUHARSON: Oh, yeah. I'll tell a different story. I mean, it's, whether its fair or not I completely agree that you just have to pick and choose, um, your battles because, um, I often would just tell myself to just keep my head down and just keep working and, um, like I said before, I just often found that it would happen actually with people outside of my office or outside of the realm of those who knew me where there was just the assumption that I was the

assistant or, um, the wife, or the daughter, um, and just not, you know, a professional doing her job. So, um, it, it's just so, I feel like it's, it's been so frequent that its hard for me to even think of one –

MS. FARQUHARSON: – particular situation, situation, um, but, but you just can't let it bring you down. You just keep working. You just keep working hard and then –

MS. KARIBJANIAN: Emily, do you do you have a –

MS. TAYLOR: I, I've gotten called the wife a lot, um, so I, I can definitely relate to that situation. But, um, I think you and I could both probably relate to this is, is one of the things you'll face is people who will call you baby or whatever because you're a woman but, you know, when you're doing that coupled with the fact that your young and you're not getting your opinion respected, um, you do have to make sure that maybe you have to be a little bit more forceful than you originally thought you needed to be in some situations but you've got to pick which ones because otherwise if you come at everyone they're like, that girl's just crazy – I'm not listening to her.

PANELISTS: [Laughter.]

MS. KARIBJANIAN: Which they would never say that about a man.

PANELISTS: [Laughter.]

MS. MCLAUGHLIN: Well, I had one where I actually felt like I won in the end because we had a, a candidate who was interviewing to be the director of the institute that I ran, that I was the executive director of, so he was going to be the director. And, he came in and the first thing he did, and I'll never forget, so he walked in – and he was a high profile person – he walked in and he handed me his mail before we had an interview because he had the interview

with me and he handed me and he said, could you just take care of doing, of mailing these things for me? And I thought can you imagine walking into an interview and asking the person you're interviewing with for the mail. So, I politely looked at him – not so politely, I might have like –

PANELISTS: [Laughter.]

MS. MCLAUGHLIN: – I might have breathed under my throat. But then I just said to him, I said, you know, I'm happy to take care of that and then we considered – and then he realized he was actually interviewing with me and he didn't know what to do. And, and so, but he didn't, he actually I don't think was even that phased by it. But the best part was the person who was chairing the committee was a great guy who, I said to him, listen here's what I think about this candidate. And I didn't, it wasn't like I made a big thing, I said, but if that's how he's going to operate with me how's he going to operate with other young women here?

MS. TAYLOR: Um-hum.

MS. MCLAUGHLIN: And he, um, was taken out of consideration for the director's position.

MS. KARIBJANIAN: Hum.

MS. MCLAUGHLIN: He doesn't know that, but he was.

PANELISTS: [Laughter.]

MS. MCLAUGHLIN: And there were other considerations, but I felt like Dick immediately, the, the chair of the committee, immediately said that's unacceptable. And I didn't go in screaming saying look at what he did. And I didn't and if he had said to me where is the mailbox I would have said to him, give me those letters I'll get, take care of those for you.



MS. KARIBJANIAN: Right.

MS. MCLAUGHLIN: But to walk in and ask me that first. And I just, I just said, oh, and I smiled, and we had our meeting and then I immediately went in and said listen, you know, okay, I may be a little offended but how's he going to operate with other people. And the committee – to their credit – there were several men on the committee who said, you know, we can't have that, and that person did not become the director of the institute. Sorry.

MS. HALL-LONG: Wow, wow.

MS. MCLAUGHLIN: [Laughter.]

MS. HALL-LONG: Lots and lots of stories, um, but I think it all, the theme that is here, right, respect is so important. And today in politics we don't always see it and I think that's why we wanted to come tonight because you were bringing us together, um, to show that what we have in common and not and how we communicate. You could do this best than anyone. You know, it's, in perception and communication. I have so many stories. I was a U.S. Senate Fellow when I was your age – it seems like yesterday – um, I didn't think I was ever going to get treated like a grownup and somehow I aged and that has passed –

PANELISTS: [Laughter.]

MS. HALL-LONG: Ah, some days I want to go back to your seats, um, but, ah, it will happen, and I think it's in the approach. It's a two-way street. I mean, obviously, as, um, Kathy has articulated and everyone here has articulated, you know, knowing when to kind of stand firm and polite –

UNIDENTIFIED: Um-hum.

MS. HALL-LONG: – in, in your approach to one another because I find

myself also having to use two ears and one mouth. You know, words not spoken cannot be held against you. And so, even sometimes if you're being bumped a little before you come back in combat mode think about those words but stand your ground. If somebody is treating you obviously without affirmation or aggressiveness or some sexual connotation or something incorrect, you need to speak up. And so, as a woman I've had all kinds crazy things and especially as a nurse, ha ha, I've seen all kinds of body parts.

MS. KARIBJANIAN:[Laughter.]

MS. HALL-LONG: People just make assumptions because you're a nurse. [Indiscernible.] and I'll be like, okay.

MS. KARIBJANIAN:[Laughter.]

MS. HALL-LONG: Thank you as you're campaigning. But I do think it's that ah –

MS. KARIBJANIAN:[Laughter.]

PANELISTS: [Laughter.]

MS. HALL-LONG: – that mutual [indiscernible].

PANELISTS: [Laughter.]

MS. HALL-LONG: I have stories galore.

PANELISTS: [Laughter.]

MS. HALL-LONG: Stories I could go for hours with just craziness that happens, um, when people find out that you're a nurse. But, ah, in sincerity, I, I do think it is in how we perceive and, um, and standing that ground and thinking about your words that you choose are really important.

MS. KARIBJANIAN: And learning to work with the other gender –

MS. HALL-LONG: Yes.

MS. KARIBJANIAN:— makes everybody better in the end. We’re going to open it to questions. So, we have our two wireless microphones here. If you would like to ask a question raise your hand, they’ll come to you. If you are by any chance in line of the cameras we just ask that you stay seated to ask your question, otherwise if you would stand, quickly ask your question and we’ll get the answers in there. So, —

MS. READ: I actually have a question real quick. Um, so do you think that women once you are in that elected position, once you are a campaign manager or a director you’re still held to a higher standard and there’s greater risk because do you feel like if you make one mistake it could cost you your job, cost you a next election because people still see you as “well we gave her a shot” whereas you could have a congressman who messes up eight times, does nothing, and sees five more terms. Do you still think that that’s pervasive within women being in this field?

MS. FARQUHARSON: Um —

MS. HALL-LONG: You want to start as a campaign —

MS. FARQUHARSON: Yeah, I mean, I don’t even know — so, to answer that question as a woman versus man, I’m not sure where they — but I think, um, you know, I, I did, there is a lot of pressure especially like you said, like I don’t like to make mistakes. I don’t think anyone likes to make —

UNIDENTIFIED: Right.

MS. FARQUHARSON: — mistakes actually, really. Um, but I certainly don’t and I did think especially with this past campaign being a young woman where I think, ah, I, I just felt like if I made a mistake then, you’re right, then in some way that I failed myself and everyone would look at me and be like “well of

course that's what happens when you hire the young 20-something to run a campaign." Um, so, it, it certainly was a lot of pressure and I still feel that pressure now, um, but you just, in a way you have to have that pressure kind of fuel you at the same time. So, I guess there's, you know, there's always good with the bad and so I think with that outsized pressure comes some, some good self-motivation and it helps you kind of power through. And when you do make a mistake you just really need to, ah, do better and make up for it and, um, and so I think that it, it's I guess in adversity lies opportunity in that way.

MS. TAYLOR: I think that's a really good question though because I don't think I'd ever thought about it like this but if you look at like a George W. Bush, he fumbles upon words and it's endearing, he's like your uncle, he's – you look at a woman and she fumbles upon words and it's she's dumb, I don't want to elect her anymore.

MS. TAYLOR: So, I think you are held to a higher standard and I think the other thing is woman are inherently tougher on themselves. So, when I make a mistake or something I, I go home, and I think about it at night. Whereas I, I think guys tend to let that brush off their shoulders a little bit. So, I, I think you're absolutely right in that and I don't think I had thought about it like that before.

UNIDENTIFIED: Um-hum, same.

MS. KARIBJANIAN: Questions?

Q: I do. I, ah, so being women of power and being a female myself I think that many people also know that women aren't always nice to other women. So, ah, how does; how do you in women in power, um –

and also I think you guys touched upon it, it also means that insecurities come with competition and comparison – what would your advice be to people when just people want to compete against you or they're, they're really trying to, I mean its female against female because we aren't always on the same team unfortunately – how do you get someone on the same team?

MS. FARQUHARSON: I, I sort of have a, my, my gut to that is actually that I found that the more vulnerable I was to someone I considered my like teammate, um, like a close colleague [indiscernible], like I said before about finding a mentor, I think also finding a teammate or a colleague that you can really trust and I think vulnerability when ,when you say – oh, I feel like I made a mistake or I'm really not sure what, what do you think about this – it exposes you a little bit but it also kind of let's someone else's guard down. Um, so, I, I mean, I've just found that in working with other women that I can be fully honest and not trying to, to prove anything necessarily to them I think helps to take away that, that feeling of, of competition.

MS. KARIBJANIAN: Do you think that people of your, of your demo – I know people in my demo are very competitive with each other 'cause it was, you know, you gotta have everything. You know, buy the bacon; cook it up in the pan; whatever. I don't think this generation; this generation thinks male female as much. I think they see people. And I think that it's generational as we said. Do you agree with that? I think they; I think you're; you all don't look at people as the female candidate or the male candidate? Am I correct? Or you think I'm nuts?

AUDIENCE: No.

MS. KARIBJANIAN: [Laughter.] Yeah. Other questions?

MS. HALL-LONG: I mean, to answer her though I do want to get at that. It's really important. You know, I think its really imperative that all of us and particularly those of you who are in leadership here tonight because you're all leaders because wouldn't come out if you weren't, is to really think about help, helping and how we interact with others. I've been on the receiving end, but I also have learned that mean people are mean and, and don't love themselves usually. Loved people love. Hate people hate. And there's a reason for people's trauma and there's a reason for people's insecurities and I think when we recognize that its bullying, right? And, there's the mean girls club and we have to know have to work around that. And I think those of us who are in elected office whether its our mentors, our understanding our supports and our resources, recognize that. And so, you might find yourself someday taking a step back and saying, wow, did I just say that; did I kind of bully that person or not? I think being cognizant as the first step is awareness and two, knowing where to go for different types of resources. And I would be remiss, you know, not to mention you're at college level and at college level you have all kinds of emotions that happen, you know, and I would say tap into resources. If you find yourself on the receiving end or the giving end, you know, we've got great wellspring counseling here, um, because its usually a sign of an underlying issue. A person's got anxiety, depression. I hate to get into all of that, but I feel I need to mention that tonight because we've got a great resource here on campus for people to use and sometimes we're afraid to use that.

MS. JENNINGS: And you are so right, and I think grace and kindness and empathy, [chuckle], are so incredibly important. And so, if someone is kind of being mean, ah, competition, honest competition is a good thing.

UNIDENTIFIED: Right.

MS. JENNINGS: Um, but if someone is truly hitting below the belt try to talk to them. I mean, I, I just think there's a reason why someone is doing that and maybe you can bring it out and overcome it with them. If they continue to do it then you can't right. But, you know, the, in the first place having empathy for someone else's position and their point of view is very important and it is sadly lacking in some elected offices, ah, nationally and I think that's a really bad trend. We need to understand each other, all cultures, all religions, all races, um, we're better for it.

MS. KARIBJANIAN: Any other questions? Right over here.

Q: So, um, my question relates back to the like feminine and feminist. There's like this idea – I think this is also generational – but there's an idea that, um, the qualities generally associated with leadership are masculine qualities. Do you ever feel like a pressure, um, to like act like a man and how do you, how do you navigate like the division of like femininity and leadership positions?

MS. KARIBJANIAN: There's a lot of acknowledgment in this group –

UNIDENTIFIED: Yes.

MS. KARIBJANIAN: – so let's just let you go at it.

UNIDENTIFIED: [Indiscernible.]

MS. FARQUHARSON: I, um, just to jump in, I, um –

MS. JENNINGS: That's a good question.

MS. FARQUHARSON: I doubt that anyone would ever call me ruthless but I –

MS. TAYLOR: [Laughter.]

MS. FARQUHARSON: – um, for better or worse, um but I do find that I am

focused and so I have just I think it is assumed especially in the campaign world that you're just going to be ruthless and just want to tear everyone down and come at their necks, um, but I found that if, if you come at any, any decision from that frame of mind you're going to make decisions out of spite and that are, are irrational and just in reaction, react mode. Um, so I try and be focused, and I do think sometimes it may come across as soft but so far it's, it's kind of worked out for me. But I just try and where I may not be cutting someone down I, I hope that, um, I am at least thinking decisions through and, and that has so far kind of, ah, I guess come out. So.

MS. KARIBJANIAN: Cathy?

MS. MCLAUGHLIN: Yeah, I think in, when a lot of times when I operate I do use humor because I think it brings everybody like, it's okay, I'm not here to threaten you or your; you know, it's sort of how do you engage somebody. And I try to build relationships before you need to get to a battling point so that when you have to deal with something that's hard, that we don't agree on, like, we at least have a basic understanding and a relationship, and I think that's important. One of the things I think has really affected, um, in the Congress they used to have these codels which is congressional delegation trips. And they would all go together on various trips to whatever kind of, whatever project they were working on –

MS. HALL-LONG: Um-hum.

MS. MCLAUGHLIN: – whether it be domestic or international. They cut those out around '94 because they thought it was a waste of money and it was a waste of this. Well, you know what, there's nothing better than sitting on a plane –

MS. KARIBJANIAN: [Laughter.]

MS. MCLAUGHLIN: – next to one of your colleagues for 14 hours –

PANELISTS: [Laughter.]

MS. MCLAUGHLIN: – because you know you get to know each other. And, um, David Pryor, who was a former senator from Arkansas, he became very close with – I can't remember what the Congressman's name was but a fellow, a fellow senator, I'm sorry, senator, not Congress – and they both had kids who played baseball. David and he disagreed vehemently on whatever the proposal was, but David knew that his, the other senator's son was pitching that night at a baseball game and David who was a Democrat actually filibustered until that Republican person could come back –

MS. HALL-LONG: Yeah.

MS. MCLAUGHLIN: – from being at his son's game. He voted against him –

MS. KARIBJANIAN: [Laughter.]

MS. MCLAUGHLIN: – but David said I would like that because they had this relationship. Their kids grew up together. They went to school together. It was a different kind of relationship back then. But they had that relationship that David in spite of the fact knowing that this man was going to vote against this it still meant that wanted him to have that opportunity to vote. So, building those kinds of relationships ahead of time really does make a difference. And I, I think, I know they didn't want us to spend time – the, the codel and a lot of members don't live full time in D.C. so they don't have the kids at the same school, and their spouses or partners aren't spending time together so there's that kind, that kind of comradery that used to happen. I mean, when – this is

years ago, this is actually before my time – Tip O’Neill and Ronald Regan disagreed heavily on everything but as soon as they’d meet at the end of the, the day they’d go out and have drinks together. And it was sort of these people who disagreed, but they weren’t just – Al Simpson always said, he was a senator from Wyoming, you could be disagree, you could disagree, but you can’t be disagreeable. And I think that’s sort of an important thing and it’s like yeah, you can disagree but having some kind of relationship to get started with I think is really helpful.

MS. KARIBJANIAN: [Indiscernible.]

MS. HALL-LONG: Um-hum.

MS. KARIBJANIAN: When I started you had to dress like a man in television to be on air. So, women always wore suits, pretty much, I mean, even ties. It was very freeing to me when we hit, we were allowed to stop doing that. And I became a better newsroom leader because I was true to myself. At four foot eleven it, it just didn’t work.

PANELISTS: [Laughter.]

MS. KARIBJANIAN: The look wasn’t working for me.

PANELISTS: [Laughter.]

MS. KARIBJANIAN: But it, as soon as I was able to be who I needed to be I was a much better newsroom leader. So, I think while we like to think we have to take on those masculine qualities to be true leaders, we’re better off being true to who we are.

MS. JENNINGS: It’s not easy. So –

MS. HALL-LONG: She’s in cop world, law enforcement.

MS. JENNINGS: – if you are in an all-male law enforcement world, um,

now it's not like that, but you really feel the pressure you know to be the tough guy in the room. I can walk in a courtroom, I can prosecute a case, I can get a jury verdict, you know, I'm not going to be a wilting flower. You know, but people expected you to like be night and day. They expected you to be one way on your personal time, you know, whether we call it feminine or what, and a completely different persona when you walked in the courtroom. And frankly that was hard as a young attorney. It just was. And it took me years to gain the kind of confidence to do exactly what you talked about. Be yourself.

MS. KARIBJANIAN: Time for a couple –

MS. JENNINGS: But it's not easy.

MS. KARIBJANIAN: – more questions? Anybody?

MS. TAYLOR: Here they come.

Q: Um, I was wondering if you could maybe little get into the disconnect between staff and elected officials a little more? Just maybe personal experience? All the offices I've ever worked in, our teams ever worked on have been majority senior staff women. Um, and then often the men who head the office, um – and that can be a great dynamic – but where do you think maybe that pipeline kind of stops and sends people elsewhere? And maybe you could also comment on, I maybe have a little bit of a theory that women maybe because they need to be asked to run or maybe coming up they have a little bit harsher experiences because they're both young and women, if you can maybe speak to that. Why they don't maybe rise to the highest level all the time.

MS. FARQUHARSON: Good question. Um –

MS. KARIBJANIAN: Anybody want to field it?



MS. HALL-LONG: Yeah, that's a good question.

MS. FARQUHARSON: Um-hum.

MS. HALL-LONG: I should have known that because she worked on that special election in Middletown –

PANELISTS: [Laughter.]

MS. HALL-LONG: – right in the field. Um, gosh, twofold. Ah, you know, I think it just depends. I know, um, in wearing my hat with the DLGA and the MLGA I do see a lot, a higher increase in the number of women who are chiefs of staffs and who are serving in a higher roles and I think we have to make a conscious effort of who is the better person, right, despite gender. But we should have the equal opportunity, right? It shouldn't just be made out of assumption. And I feel more and more younger women are running, I mean, not to pick on like Kathy's – in the back – McGinnis, who is now auditor who's been in city council, um, you know, in a different location. People start at different levels. I do feel though that for women a lot of times there is this message, oh, you've got to start here, you've got to do the school board then you've got to do this, I mean, and you are kind of building that bench but there's folks like Kathy who waited until she had everything that she needed to go for the highest statewide office as Attorney General. And I feel as women such as yourself doing the fellowships, the work that you're doing here at University of Delaware, so all of you being part of this organization whether you're R or a D, getting into the fellowships, doing the internships and working, you're going to build your resume. And I believe in my heart of hearts as we for the first in our Delaware legislature, as you know, in the House and the Senate, we have a lot of diversity: women, persons of color, different



backgrounds. They are going to be seeking wiser, young socially media connected, ah, individuals and talent. So, the moral of the story today is don't leave here discouraged. We want you all to be in, on fire to help all the ladies who are running in, um, 2020 and 2024 and out because we believe that you have that potential.

MS. KARIBJANIAN: Well, I think we have to leave it at that –

MS. HALL-LONG: Yeah, okay.

MS. KARIBJANIAN: I hope that's okay with the remaining questions on the floor but –

MS. HALL-LONG: We can answer questions individually perhaps.

MS. KARIBJANIAN: Yes. Yes.

MS. HALL-LONG: A couple of us can stay after.

MS. KARIBJANIAN: But I want to thank each and every one –

MS. HALL-LONG: Yeah.

MS. KARIBJANIAN: – of you. This has been a great conversation. It's been very interesting to hear from your perspective and from the party perspective and from our two elected officials who are standing strong and out attendee in the back there, thank you for being a part of that huge group of women who are in state elected office. And of course, Cathy, thank you as always very interesting. You need to have her tell you the rest of her stories from her past because if you ever can sit down there's some great stuff there. Thank you all so much. Let's give them all a big round of applause to thank

them for [indiscernible].



AUDIENCE: [Applause.]

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