

Story Prompts for *In the Company of Men: How Women Can Succeed in a World Built Without Them* by Eileen Scully (inthecompanyofmenbook.com)

Why this book? Why now? Why you?

We hear every day the great stories about women who have done and are doing things to become The First Woman This, but I wanted to tell stories that didn't stop there. I wanted to find and share the stories of women who are changing the places in which they work, making them more accessible for anyone who chose to follow. I started writing this book in 2016. Each woman I approached about being a feature was generous and open, sharing with me her story and what was that moment when she realized she had more to do. In this moment of reckoning we are experiencing in the United States, I feel that these stories will uplift and inspire us, not only to be better sponsors for each other, but to encourage others to be stronger advocates for women in the workplace, and all the various places we seek to share power.

Who are the Women Changing the Workplace for Others?

In the Company of Men tells the stories of game changing women who have been successful in male dominated spaces. But instead of stopping there, these women are working even harder to reinvent those spaces from the inside, so that others will have a better path to success and a more inviting, welcoming workplace.

Women Breaking the Rules in the NFL, the Catholic Church, and Pornography

The women featured in *In the Company of Men* are changing those spaces from the inside to make them more welcoming and to make them work better for women. From representing women as intelligent, engaging participants in sports reporting, to bringing the voice of women to the Vatican with the intent to open the secrecy responsible for so many of its problems, to changing the entire business of pornography to be one that serves and delights in real women, real intimacy, and real bodies, these women are dedicated to challenging current assumptions and approaches so that women can more fully participate in the forces that shape our world.

When Systems are Built Without Women, Parity is Illogical

In the Company of Men tracks the time it took for women in a number of industries and appointments to reach the same position of men, and the results are startling. Many of these positions required laws to change to allow women into the same spaces that men had inhabited all along, and the number of areas where women still have not attained equal status is overwhelming. The effort required to even enter those spaces keeps a lot of women away, and that is often intentional.

How Can People who Don't Hold Power Change the Workplace?

Throughout *In the Company of Men*, stories are shared about everyday people doing extraordinary things to influence the world, and the people, around them. The last section details small actions that anyone can start exhibiting that in aggregate, will gradually become a movement. From using more inclusive language, to ensuring accessibility at events, to allowing child care expenses to be reimbursed for casual after work activities, the book has suggestions for how everyone can start to work within their comfort zone to change the workplace.

Physical Structures Need to Change to Accommodate Women

When CBS promoted its first woman executive, there was no women's restroom on the executive floor, and there wasn't even a lock on the door. So Ethen Winant learned to leave her high heels outside the door to let her colleagues know she was in there [this story is the inspiration for the book cover]. That was in the 1960s, but there are still physical structures in the workplace that alienate or eliminate women from equal participation. Lactation rooms, dress codes, exorbitantly priced day care, laws regarding family leave, and paid sick time are just a few of the systems that need to be reconsidered if women are to achieve full parity to men.