Outline of La Grange talk to Business Women

Varieties of occupation as seen at clubs of Binghampton and Portland women.

Changed since my time. Professional, business and occupational schools open everywhere to women.

Obligations thrown on us by the change, first, thorough preparation. Second, willingness to do the work of advancing. Third, professional standards including attention to social standards Fourth, willingness to venture - women as heads of business. Quote France's women and the great numbers of them that are at the heads of business enterprises, compared with the few that we find in America. Quote Knox gelatine , the way she reformed her factory.

The danger that the professional and business career will harden the woman. The tendency to make her socially and personally selfish and self-seeking. The right to the ideal in immersing herself in business. Imperative that the choice be faced. Shall it be self interest or others' interest? Enlarge on thesis of Kid. Consider organized labor. Can women infuse into it the ideal that it has lost? Recognition that the demand for equality, chance for freedom is are self interest ideals. Recognition that the methods of organized labor are methods of force that [illegible] where self-interest becomes the point in the struggle, it is essentially war, has all of the qualities of war between nations, of predatory competition in business. Compare the strike as a labor war and predatory competition as a business weapon in detail. What should be the duty of women in organized labor on this point. Is there an alternative?

Is it true as Kid tries to demonstrate that the woman has the power to turn the world away from force and toward the ideal? Germany deliberately educated her nation to a world of power. Would it be possible that women under the emotion of the ideal could lead in an education toward world peace, and revolt against force? The [illegible] notion that the world can be educated to peace, developed to peace has been has been set back by Darwin's idea that progress is merely hereditary, result of selection; that if A kills B before B can kill A, then the descendents of A will carry on A's qualities. Kid's conclusions is that not heredity, but social environment decided a man's kind; and if you believe that the world can combine to put over the ideal, that it can only be done with the human, therefore must be done by the women . You can change civilization in a night by deliberate adaptation of new ideals, by insistence on the emotion of the ideal

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As near as I can make out, every college and every kind of school in this country has a Basket Ball Team, contesting with every other such team within a radius of one hundred miles. Now, you can see. After playing a number of years and never winning, comes a year when you win. Imagine coming in contact with such a group. They are really hilarious. Not very long ago, I had one such experience, which made me feel how unequipped I was for handling such an extraordinary set of people. They are really wonderful! Some of them -- why, they pick you up and send you home with new ideas! I have no such facility as that, so I feel with you women something as I do with my Basket Ball people.

Miss Bruere was good enough at a dinner the other night, and after I had given my notion of women who are picking up different trades and doing it so naturally, to say that she thought you would be interested.

In the Lyceum work, I get into a number of towns. I go South and North and East and West in this month and I am continually amazed by what I find women doing -- such real achievements! I find a number of women who are carrying on a number of successful businesses. I have often been annoyed by our American women, because, until recently, they have done very little in the way of building up real businesses. You are all, I understand, doing real business in the banking business. In Wisconsin, or Iowa, recently, I sat beside a woman who ran the bank in that town. Her husband had died and she was a very successful banker. There is a very successful owner and manager of a steel plant up in Rochester, N.Y., who knows the steel business from top to bottom. And, as for shops and trades of all kinds, there is nothing they are not doing. Of course, the hotel business is an old one for women. Every now and then I strike what pleases me very much, a woman who has built up a green house. In Illinois and Iowa, I have found women who have built up big businesses -- perfectly charming women! Some one said: "Do you know, she has built up a factory?" Her husband was broken down and she had started -- from the bottom -- the factory for preserves. Then her crop of fruit ran out and she had enough money to buy three or four pigs. She knew how to make wonderful bacon and ham and she could not afford to have help, so she actually killed those pigs herself!

Well, I just tumbled on these women who have built up these serious jobs from the bottom. But the way they have taken up the law is a new thing for me -- and you women in the banking business will have this work to do. One of the most wonderful women in the country is Judge Allen of the Supreme Bench in Ohio. She is a very able person. And, as for the women who are getting into our state legislatures, that is one of the most wonderful things in the world to me. In the Northwest, of course, this is an old story -- in Idaho, Montana and Illinois they have had them for a long time. But, in Pennsyl-

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vania it is a new thing. The other day, at Atlantic City, I ran across a thing new to me. Pennsylvania is my state. I was born up in the Northwest corner, and I know what Pennsylvania has been. And I heard that a woman whom I had known years ago had gone into the Legislature! She had been a very uncompromising school teacher and I could not think of her getting an election in that G. O. P. spot. But I ran across her. She said eight had been elected. There were 50 candidates. I said: "How did they treat you down in Harrisburgh?" "Why, they treated us beautifully!" she answered. "They put me right away on the Finance Committee!"

Now, you can imagine what a perfectly straightforward woman, who has been a successful business woman, managed her finances -- she had quite a bit of property -- and supported her family for nearly forty years -- is like, and you may imagine what her attitude would be on the nonsensical questions introduced by some of the men. Just what Mr. Pinchot wanted it to be. Political graft just goes on as a matter of course.

Now, this leads up to what Miss Bruere and I were talking about. It -- the work of the women -- ceases to be a surprise any more. Ten years ago, were there any women in banks at all?

Miss Bruere mentioned Miss Furman as one of the pioneers and the Dean of Banking women in New York.

How long have you been here? You are a comparatively new group and you are an accepted group, simply because you have taken up the work and you are doing it. I should feel that you are only going to get on inasmuch as you make your way. And women are making their way in banks all over the country. The banks recognize that something is needed. They find your contribution is the kind of thing they need. Women can give something a little different from men. They are really afraid not to take you for fear they will miss something.

Why do women take to this so naturally? My theory is that we are simply applying what we have been practising for many centuries. Women who have had to master and carry on in the arts and crafts and nearly all the professional life in many communities have passed on to us an inheritance which we are simply applying. We have inherited a certain group of capacities, of opportunities, which enable us to do very simply.

There never would have been any civilization but for women and the child they had to protect. Can you conceive of man, left alone in the world, building up the civilization that we have in the world? Because he is the builder, the developer, the poet, perhaps, always seeking after change. If he were left alone in the world, he would tear it down, just to build it up again. He does nothing of it for itself. He only does it because of the woman and the child.

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Everyone who deals with history and biography sees this. If we can just picture the way woman has got from little, stable places in which to live, you get startled. I did have just one look in on something which was very like the starting of civilization a few years ago.

I was in the Northwest part of France, the country described by Pierre Loti in his Pecheur d'Islande, in the western part of Paimpol. What interested me there was that you saw going on under your eyes a civilization which was founded and carried on by women. The man was engaged in the waters of Iceland, one of the most terrible occupations left on the globe, and the toll of life there is something perfectly ghastly. If you have ever been in the churches there and gone into the little cemeteries, you find the walls covered with names of those who have "disappeared in the sea -- disappeared in the sea -- disappeared in the sea " until it seems as if you could not endure it. All that is known is that someone who comes back says that X was drowned; or, if the boat never comes back, then all of them were drowned! Those who have been through the hardships and exposure,-you can imagine how men who come back from that! -- how unprepared they are for any business at all. They are like men who come back from war. The psychology of the soldier is well known. He has to have a certain amount of gaiety and hilarity. You remember what it was necessary to do for the men who ran the submarines during the war -- some of them actually rioting. I had an opportunity to have a good look in on some of these families and my friends knew them and all their histories. While I was there, a boat came in and we went down. It was a most interesting thing to see the women. They might be young, but they had such a look of responsibility, of mistress of the situation. They drove down with a little horse and car and they took each one her man and he had to take his baggage. She took his money and they got into the car and she took him home. It was she, with the priest, who had been running things all winter. She had been running the family. Financial organizer, head of the family, she made the home. And the way those women took care of those men! Their sense! They seemed to know those men had to have a certain amount of leeway:- a certain amount of wine and jollity. They would go to the tavern; and, if they did not get home about 11 o'clock, the women went down and took them by the arm and Pierre simply went home.

Well, now, that has been pretty nearly the way the world and civilization have been played up. Sailing or fishing -- getting the food for the family -- protecting the family from the enemy. That is what made the Indian what he is. There is an interesting cartoon -- perhaps some of you have seen it -- an Indian on a tractor and a woman in the background, working in the field.

Mrs. Laimbeer: "Oh yes! I saw it. Tell them what it was named: "In the great open spaces, where men are men."

There is no other way. The woman has got to have a safe center for her child. But the day came, of course, when the

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fishermen must go. I have often wondered what is going to become of those men when the fishing ceases. The advance of civilization brings problems to be faced. Among other things is the invention of machines.

Mrs. John Adams is an example in this country. She ran the plantation while John was off saving the country. That was a great business. And she ran her family at the same time. It is just like the fishers. They have a saying: "The sea is hungry. We must bear children." The salvation depended upon the bearing of the children. They stood up to it pretty well. Those big, Southern families of six, seven, nine, twelve -- and then, the women died at 92! Well, after all, they -- the poor things! -- but, you see what they did. The women bore and reared their children. Mrs. John Adams had to bear her children while John was saving the country at Washington -- or New York -- or whatever place it was at the time. That mine of responsibility -- that standing up to a very big and tremendous job. That is an all-around job! Those women were the great educators. When I recall the education of my own mother by a New England Aunt and Grandmother! She got too much -- because she rebelled. She would not let me have it. I am talking about the solid, good type that got all the principles ground into them,of successful work, of carrying out any kind of an undertaking successfully,

It is not your particular job. It is the methods and principles which you apply to it -- and those methods and principles are not so different. The methods are pretty nearly the same in nearly all the trades and professions and arts. Now, they got those things and they carried on. Having put their hands to the plow, they carried on. The amazing way in which they carried through! They did not divorce their husbands. They did not put out their children. But, they carried through. All these early women!-- If they did not stand by, they were going to smash the thing.

They passed on a tremendous inheritance. And my theory is that we are their inheritors. We may not realize it. We do not know how or why we can do certain things that you have been taught women cannot do. Now, you all belong to a later generation -- but, the things I was taught women cannot do -- they are doing now. They just go to it and do it.

What happened was, I think, that this training through the centuries has given the woman the power of almost instantaneous decision and she is almost always right. I am talking about the woman who puts her hands to the job and carries it through. She almost has a perfect instinct as to what to do and some husbands would do a great deal better if they would listen to that woman's instinct. Women have shown that character of decision so long through the centuries that it is almost uncanny. And they have passed it along to us!

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I believe that this feminine instinct is the subconscious mind. Changing always, there is a certain brooding that is going on in the mind of the good, successful woman, who has all the complicated thing of running a family on her hands. It has gone on for centuries and she has almost a divination in her. Now, it shows and it comes out in women who undertake responsible jobs. They can be trusted. Their judgment is sound.

I have known men -- one particularly who had a woman secretary whose judgment he trusted implicitly. I don't believe in his later years that he ever did anything without consulting that woman. He said: "I have never disregarded her 'hunches' about a thing that I wasn't wrong." I'd like to see that quality turned on to the important things.

Women go so much more directly at things, and they will do it in politics. Man has this love of the complicated -- the love of sharp turns. A man doesn't want to go to the point. He is experimental -- spectacular -- a poet -- always changing and doing new things. I believe we will get a lot of women in business and they will take a whole lot of nonsense out of things -- unless we do a terrible thing -- if we take to imitating men.

The greatest danger is the tendency to accept men's judgment always. The great revolt in domestic life came from what you call "door-mat women", who gave up what is the extreme everywhere -- the control of the purse. Everywhere in good, substantial life, all over this country, the man gives up the purse to the woman, and she tells him how much he can have for -- cigars. But, we allowed the old regime to be broken up, and, when we allowed it to be broken up, woman ceased to be able to handle money economically.

Well, I have talked a long time on my theory. I think you have a fine opportunity. Oh, there is no question at all about that! But -- don't be too humble! You go ahead and do the things that you see to do. I have no use for -- I don't believe in the woman with a chip on her shoulder, ~~watching for place~~. Have before your eyes where you can take your stand. Go along with your grand dignity, and self-respect, without any violation of justice. But, I don't believe in always being the one to take orders, in never saying anything for yourself -- that is, if you are sure you have got something to say.

I believe women can contribute to business as in politics if they will just simply be themselves. If they are going to just try to learn the game and play it as men play it, with the idea that they can play it as men play it, they are all right -- Not at all! Play it as you see it. Stamp your individuality on the thing you do. Make them respect you. That will do more for women than anything. Women have got to stand in business

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and political life by what they do themselves. You cannot legislate woman into any kind of position of authority or respect or value or responsibility. You cannot do it that way. I take off my hat to some of our militant suffragettes who are working for a 50-50 basis. But You cannot do it that way.

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