

COMMUNITY CONVERSATION – GENDER EQUITY

Detroit

January 13, 2020

GENDER EQUITY DEFINITION: Behavior, contributions, aspirations and needs of any/all genders are considered and valued equally. Access, rights, benefits, and opportunities are equal for all genders. Economic, political, and social equality of the sexes. Fairness of treatment for people regardless of their gender identity.

CARD QUESTION: What is the greatest challenge women of SE MI face related to Gender Equity?

- Lack of respect across all social circles
- Pay equity
- Finding allies at the highest levels
- Affordable and accessible childcare
- Diverse representation in all leadership

DIALOGUE Q1: What would be different if gender equity was achieved in Michigan?

- Affordable child care
- Equal pay
- Less poverty
- More women in leadership
- Better health care

DIALOGUE Q2: What critical elements/key actions are needed for the greatest impact in moving gender equity forward in SE MI?

- Women in leadership roles
- Equal pay
- Accountability
- Mandatory education and training about gender equity and its intersection with race and ability
- TIE:
 - Cultivate gender equity in youth (K-12)
 - Eliminate gender bias in all careers

REFLECTION:

What actions will you personally take within your spheres of influence to make Gender Equity a reality?

“We all have a responsibility to break barriers and level the playing field for women in our state”

Governor Gretchen Whitmer



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Gender equality is not a *woman's* issue. It is a *human* issue that affects us all.

Community Conversation on Gender Equity
Detroit, January 13, 2020
Event Output Report – Detail

A community conversation on gender equity was held in Detroit, MI. The event, a gathering of over 100 women, took place for the purpose of sharing experiences, insights, and ideas on a topic important to the lives and contributions of women, their families, and society overall.

Objectives:

1. Explore the state of gender equity within the community
2. Identify the change desired and vision for the future
3. Facilitate meaningful dialogue for the collaborative identification of key issues and opportunities for taking constructive and positive action for long-term impact
4. Prioritize actions for greatest impact in moving gender equity forward within the community
5. Understand the Governor's experience, perspective and commitment to gender equity and supporting the women and families of Michigan
6. Provide opportunity for connections to form among participants
7. Inspire attendees to action within their spheres of influence

Summary by Event Segment

Gender Equity Question Card: What is the greatest challenge women of SE MI face related to Gender Equity?

Respect: Lack of respect across all social circles. Being respected equally in businesses, politics and all aspects of society. Having our voices heard! The respect for who we are and all that we do. Having trust when we speak. Lack of respect!!! Having a respected seat at the table.

Allies: The pushback from those who have traditionally been in power. Any time you disrupt a system those that hold power will challenge you. "Good ole Boys Club" mentality. As a woman in finance, I continue to face ingrained biases and old boy mentalities where the "buyer" is typically an older white male and their "comfort zone" is to tend towards other men; I'm often the only woman in the room...a challenge and an opportunity. Lack of support for women (2). Finding allies at the highest levels. Men fear women's success. Lack of support by political and business leaders (only "lip service"). Lack of attention. Men and women who allow men to be an obstacle. Creating actual equity with our male counterparts and our white women counterparts. Finding allies at the highest levels that are willing and able to raise up women into positions of power. Understanding employers who support women.

Childcare, family leave, supports: Access to affordable quality housing. Housing. Affordable and accessible childcare. Affordable childcare (4). Free childcare. Access to childcare. Quality day care. Childcare-->Preschool. Childcare (2). Earn paid time off/leave. Access to services in supporting childcare, eldercare (2). Whether local, city or state governments, large corporations need an on-

site daycare which allows creativity freedom. Family leave. Maternity leave and paid sick time. Access to capital (3). Disability; health, housing, employment, transportation. Housing access; homeownership, emergency housing/shelter with children. Transportation.

Pay equity: Work life balance. Pay equity (9). Access to jobs (3). Job opportunities without gender discrimination. Wages/salary (3). Pay would improve and poverty would go down. Access to employment (2). Higher paying jobs. Economic opportunity (2). Livable wages. Patriarchy and pay. Economic equity, salary.

Women in leadership: Being viewed as equally qualified emotionally. Imbedded gender bias in business, government, every aspect of society. Diverse representation in all leadership positions. Having a seat at the table. We have limited board presence especially for organizations that provide services and support for women. Access to leadership opportunities for professional women. Pipeline to leadership positions. Representation in leadership positions. Political leaders/CEO's. Access to leadership roles on staff and boards, CEO, elected, government, etc. (2). Representations; corporate and political. Gaining the experience to move up in corporate/political/nonprofit careers. Access/ease in networking. Upward career mobility. Access to capital for women business owners. Lack of representation on corporate boards and in the C-Suite. Allow for a path for more women can be in charge. Sexism in breaking glass ceilings to executive advancement. Opportunities for WBE. Development training and promotional opportunity that puts women in the talent pipeline for higher paying roles. Opportunity for career advancement.

Healthcare: Access to reproductive and healthcare management and options with affordable insurance. Healthcare (4). Healthcare, maternal infant health. Reproductive health; labor and delivery safety, birth control. Healthcare system; especially at the intersection of race and gender identity.

Violence/Safety: The unlevelled value of life. There are more protections for livestock and pets than we have for women that experience domestic violence. Trans women have fewer protection than women do.

Education: Educational system. Education. Our education system does not support gender equity in primary.

Miscellaneous: Incarceration. The passage of time to "retire" the history and pattern of bias. Tradition. Folks don't get it. Folks don't value or understand or know how or unwilling to achieve this. Self-acceptance; women are reluctant to express themselves due to fear of rejection or criticism over not being masculine enough. Fear. That all systems value women enough to have them inform the systems that oppress us. Gender won't be a barrier to access anymore. Women will be valued and loved. Access to well-paying STEM careers. Women do not have enough freedom and flexibility to expand both in their careers and grow their families. Ensuring that women of all shades have the same opportunity as our male counterparts. Opportunity; male gender bias. Ratification of the ERA. Career penalty for women; expectation is we will take care of the kids, parents family members alone. Access to _____ (fill in the blank) equal pay; board room; healthcare; education; loans; decision making; political anything, etc. Access to wealth, community, healthcare, power, collaboration. We need to move from auto industry to a new brand for Michigan.

Diversity: Creating actual equity with our male counterparts and our white women counterparts. Diverse representation in all leadership positions. Healthcare system; especially at the intersection of race and gender identity. Need to "rally the troops" to include women of all color and financial situations. African American women in S.E. MI are subject to substantial, economic and safety discrimination.

Small Group Dialogue Question 1: What would be different if gender equity was achieved in SE MI?

Allies: Men with more caring/nurturing roles within their families and communities. Stronger neighborhoods/cohesive/strong. Regional collaborative.

Childcare, family leave, supports: Financial literacy. Affordable car insurance. Better holistic support system for children. Grocery stores. Economic development strategies, contracts, what people want. Economic access/stability. Life would be less expensive, more money in pockets for families. Less women in poverty. Families lifted out of poverty. Homeownership. Tangible actions creating generational wealth. Access to capital. More people would have access to capital which would lead to more jobs, stronger education. Less poverty. Working one job will allow women more opportunity and stability in all aspects of life. Better maternity/paternity leave. More accepting and supportive of paternity leave. Childcare. Affordable childcare. Child care cost. Child care wouldn't be a burden logistically and economically. Less homelessness. Housing. More supportive services. Flexible workplace; hours and place, child care safety, elder care.

Women in leadership: Less open frustration directed toward women leaders. Less scrutiny; wouldn't be judged at higher standards. Less fear; women would feel more confident taking appropriate career risks and opportunities. Women would have less to prove. Acceptance of women's leadership. Talent pipeline (promo, development, training). More business owners. More talent/skill based positions. W.O.B. Women Owned Biz. More women business owners with accessible funding. More diversity with women in politics (2). More equality in elected office (2). Leadership. More CEO women in leadership. Highlighting women and their success; modeling the way for young girls. Representation for all gender, race and disability. Equality in C suite (equal numbers). More job opportunities with more women in leadership roles. More women in elected office. More women governors/elected officials. Women leadership in business. Women would be running all shit. We would have more leadership positions. More women elected officials, seats at the table. Environmental: more seats at the table. More women in leadership roles resulting in more inclusivity and greater solutions. Less competition amongst women/leveled playing field amongst women. More upper management/leadership roles. No glass ceiling. More women would be running our unions, businesses and religions. Expanded opportunity for leadership role in the workplace. Acceptance of women's leadership. More equitable representation; senior leadership, elected officials, board leadership, trustees.

Pay equity: Wage increases; if achieved it increases for everyone. Women would have more buying power, equal pay stronger economy. Leading to better jobs for women. Equal pay/economic equity. Increased wages. Stronger economy (2). Pay equity fair wages. Economics - Gender pay gap. Greater workers' rights. More job opportunities. Women would negotiate better wages.

Healthcare: Healthcare (2). Reproductive Rights; changes access, education, leave of absence. Health equity; decrease in need of social services, increase in mental health programs. Health equity. Reproductive rights (increased access). Affordable, accessible, quality health care. Increase in mental health resources. Increase research on women's health issues. Equal access to healthcare/whole person care; mental illness/emotional. Better healthcare, including for seniors, mental health services. Lower prescription drug costs. Better mental health services that's a part of comprehensive health care. Decrease in infant mortality. Better quality/affordable healthcare. Better healthcare (2). Improved emotional health for women and children. Improved physical health. Mental health. Better birth rates.

Violence/safety: End sexual harassment in the workplace. Human trafficking ends. Reductions in crime. Lower domestic violence rates. Less violence against women; balance in law enforcement. Less sexual harassment.

Education: Future lives of children-education. Better infrastructure; education. More equality in K-12 opportunities. Educational system. Education. Equal access to educational resources. Extra services needed in education-better understanding. Bigger focus on education. Community improvement based on better education.

Prison System: Working penal system/ restorative not punitive (2). Decrease incarceration.

Miscellaneous: Respect/acceptance. Everything! Processes/Procedures. Emotional Intelligence. Spiritual lives (freer to live out spiritual life). Cry more. More transparency. Men would be sad, new world order. Quality of life improves. Increased self-worth across generations/value of all. Shared household responsibilities. Women would have more confidence and empowerment. "Isms" would not exist. Better global view. Less marriage, less divorce. More inclusiveness including decision making. Improved quality of life. More stay at home fathers. Caring/passion. Increased freedoms/ life choices. Ability to be authentic self. Diverse open conversation. Recognition of the multiple hats we wear. Erase all the "isms." Spirituality increase. Deeper understanding of what is going on around us. Self-identity would not be compromised. Gender roles shift/perception changes. Stop the great divide, address "isms." Dismantle gender norms. Less obligation to always be "pretty." World would be more efficient. Society wouldn't put us in boxes. Opportunity for men. Authentic connection. Healthy competition. Increased quality of life - when you help one piece of the whole, everything improves for everyone. Things would get done more; thoughtfully, intentionally, effectively. Eradication of "isms." Acceptance of women's voice. Business-lead with what was right. Sustainable businesses. Equal access to contracts/businesses. 4 day work week. Workplaces that accommodate nursing moms. More respectful and inclusive workplace. Increase revenue and economy with more balanced workforce. Diverse opinions improve prosperity innovation and revenue. More innovation, more diversity in industries. More freedom to expand careers and grow families, both is power. Work life balance. Less tension in workplace. Women wouldn't need to adapt to "male culture" in the workplace. Political environment. Increased access to ballot. More effective legislature. Legislations/laws. More fair and comprehensive policies impacting quality of life. Policy change that reflects equity. Different social policy agenda. Our children would have greater opportunity and aspire to even more. Quality of goods and services; diverse needs require diverse solutions. Increased access to resources. No argument on climate change. Improved access to arts and culture. More men and women moving to Michigan. Self-care. Less war. Environmental well-being/ decrease in environment issues. Stronger family units; understanding single moms/difficult times. More neighborhood development. More fair and comprehensive policies impacting quality of life. Better infrastructure. Faster solutions.

Diversity: Equal access to educational resources. Increased access to ballot. More diversity with women in politics (2). Improved accessibility and opportunity for those with physical or other challenges. Less or no discrimination against persons with disabilities. Equitable view and treatment of women of all races. Inclusion of minorities, those that are disenfranchised and the vulnerable. Space and roles for disabled folks in government and the workplace.

Small Group Dialogue Question 2: What critical elements/key actions are needed for the greatest impact in moving gender equity forward in SE MI?

Diversity: Addressing and establishing redlining to build wealth. Transparent conversations that get to the root of problems and solution. Support each other. Women, especially minority entrepreneurship fund, special fund for women who want to run for offices, more resources. Explore potential additional business incentives regarding women owned businesses and minority owned businesses. Better access to healthcare for moms during pregnancy and young children, especially African Americans. Provide more resources for people with mental and physical disabilities. Improved legislation for ballot access. Mobilizing, organizing and educate around policies and how they affect women, minorities and LGBTQ+. More training for inclusiveness. Cultural competency. Mandatory education and training about gender equity and its intersection with race, ability. Incentives for equity performance and inclusion.

Miscellaneous: Create more safe spaces like this one, focused on equity. Support for gender identity equality within employment. Corporate responsibility. Resources at corporations; daycare, mental health, whole body centers. Businesses should be flexible and able to adapt. More funding opportunities for women; money moves things, access to funding we need. Change in corporate culture; change in corporate identity. Incentives for inclusion in economic development; pay equity, equity on boards, and in businesses. Corporations and Fortune 500 companies need to hire trainers and consultants to create gender equity at work. Rally financial institutions to analyze equity. State & local government strategies. Mandates that disrupt the status quo. Fund environmental legislation. Require banks to use their community reinvestment to benefit women. Better listening tours like this event on specific issues from diverse population. Improved legislation for ballot access. Eliminate tampon tax. Holding decision makers accountable. More women voting. Voter engagement and encouragement. Equal application of policies. More inclusive policies. Courage to call out injustice. Become shareholders and invest in ourselves. Stop spending money where we aren't wanted/appreciated. Get people to vote, increase access to the ballot box. Public meetings/comments. We need to follow through with the conversation with actions. Release college transcripts. Exercise collective power to encourage governmental policy change. New cultural norms (okay to be different and women need to advocate). Being able to live your authentic self. Flexibility and holistic life. Men are not caretakers generally. Systematic change that requires action. Appreciate and recognize progress. Women should stop accepting status quo (2). Room to embrace femininity without being perceived as weak; we can be everything; moms, caretakers, bosses, CEO's, entrepreneurs, etc. More actions following conversations. Empathy driven decisions. Acknowledge gender equity as crisis (men and women)/act with urgency.

Education: Eliminate transcript debt. Education funding. Incorporating equity in education. Free college. Resource skilled trades, apprenticeship training in high school. Cultivate gender equity in youth (K-12)/Eliminate specificity in careers by increasing the classroom/community socialization that normalizes equality. Budget; more money for education, more equitable scale of education funding.

Violence/Safety: More attention/penalties for human trafficking. Better awareness of human trafficking by population; strong prosecution. Stronger penalties/consequences/sentences against those who perpetrate violence against women and the vulnerable. Increased funding mental health services, domestic violence, sexual assault issues.

Healthcare: Better oversight on medicines like birth control that are later found to be recalled. Better access to healthcare for moms during pregnancy and young children, especially African Americans. Equity in healthcare pricing. Provide more resources for people with mental and physical disabilities. Affordable health care/affordable prescription drug costs. Free access to birth control. Insurance public.

Pay equity: Establishing a livable wage. Commit to equal pay for women (more transparency in salaries). Gender pay study; reposting on average pay for men and women every year. Equal pay (3). Eliminate tipped work. Bar employer inquiries into salary history. Transparent salaries/posting/penalty for companies. Increase training opportunities including salary negotiation. Holding entities and organizations accountable; who are not supporting equal pay rights.

Women in leadership: Support systems for women taking risks. Women on boards, commissions politics & quotas. Talent development. More mentoring programs for women with specific goals and shared vision. Women in leadership. Mentorship. Company commitment to female mentorship/succession planning. Women in leadership roles. Women in elected offices, President of the United States of America and all countries. Need women in leadership to invite to the table, more mentorship, actual space to find help. Increase trade opportunities targeting women. Female youth development. Women, especially minority entrepreneurship fund, special fund for women who want to run for offices, more resources. More intention to make women on corporate and nonprofit boards. CEO development training executive development. More demonstrations of women in power. More women policy makers. Being more intentional about creating pipeline to place women in positions. Educating and training our youth (intergenerational conversations). More mentoring for young women. More leadership roles/decision makers, control the money. Focus on young girls building confidence and maintaining courage. Ensuring that young people have a plan and the tools to achieve it. Recruit, train and place women on for-profit boards. Find the good ones & promote them. Explore potential additional business incentives regarding women owned businesses and minority owned businesses. Board gender diversity requirements by law. Campaign finance reform. Equal representation legislation (corporate/civic). Prioritize/require reflect population/services on boards. Incorporating more women's committees/subcommittees/women's standing committee. Skills based talent: focus on skill/talent, not qualifications by education, but instead experience and willing to learn.

Childcare, family leave, supports: Access to capital. Emergency housing. Improve emergency housing. Equal leave for men and women; family matters. Longer paid paternity and maternity leaves. Expanded flexible maternity and paternity leave. Expanding policies around paid medical leave. Affordable child care and preschool. More employers/state providing child care. More access to child care. Affordable child care. Evaluate budget overall, state budget, more accountability to where the dollars go. Statewide established parental leave. Transportation. Adjust scale for assistance for child care/increase access criteria. Work on legislation for general community improvement in a systematic fashion; children and economic development. Changing infrastructure for social service. Equality in transportation. Available transit. Raising the earned income tax credit to 12%. Equity and transportation.

Allies: Collective will. Participation by existing CEO's (Men). We are all women. Bring men into the conversation. Increase men's knowledge and understanding of issues women face. Collaboration with partner organizations. Share resources; funding, ideas. Shift competitiveness; enough is enough! Transparent conversations that get to the root of problems and solutions. Support each other. Real allies who are men and women in positions of power who can/are comfortable to advocate for gender equity. Invite men.

