

COMMUNITY CONVERSATION – GENDER EQUITY

West Bloomfield
January 9, 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?

- Pay Equity
- Diversity
- Childcare, Family Leave
- Cultural Bias/Lack of Power
- Women in Leadership

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

- Childcare, Family Leave
- Pay Equity
- Cultural Bias
- Women in Leadership
- Healthcare

DIALOGUE Q2: Critical Elements & Key Actions are needed for the greatest impact in moving gender equity forward in SE MI?

- Childcare, Family Leave
- Women in Leadership
- Cultural Bias
- Allies
- Workplace/Corporate Responsibility
- Pay Equity
- Diversity

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Achieving gender equality requires the engagement of women, men, girls, and boys.
It is everyone's responsibility.

Ban Ki-moon

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
West Bloomfield, January 9, 2020
Event Output Report – Detail

A community conversation on gender equity was held in West Bloomfield, 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? [Note: Some answers have been combined due to frequent appearance. The numbers in italics reflect this.]

Allies (3): Need more incentives/push for men to take paternity leave to help balance work/life/ family. Access to mentors, allies and champions- people in positions of power who will leverage their position to create space and opportunities for women to advance who are like them, relatable. Segregation – although we have many of the same issues, we stick to “our” community. If we worked together ALL the time, we could make real sustainable change.

Childcare, Family Leave (12): Affordable child care (4). Childcare (3). Access to resources that provide them fair opportunities: affordable child care, support for children and family members with disabilities. Women are still most likely to suffer economically from un-paid family care giving roles (children, disabled and elderly family members) we need to pay people for their care giving services. Particularly low income women taking care of their families while supporting themselves. Not specific to SE MI, but women tend to bear the majority of the responsibility for child care, and options that are affordable for working women are severely limited. MI pays 6 weeks off for birth child. Access to affordable/free

Accessible housing and transportation for women with disabilities. Providing all women in the region access to resources and opportunities.

Pay Equity (21): Equity in pay (9). Pay equity- women still make about .87 cents to the dollar compared to men. Women continue to be paid 80 % of wages earned by males in the same role, this gap grows as time progresses. Pay and job opportunity. Job opportunities in pre trades and other non- college trade careers for women. Many inequities I have experienced occurred in the workplace; pay inequities; working conditions that don't observe a women raising a family; ie work hours. Barriers to getting (and keeping) work that pays a livable wage. Wage. Income - women are more likely than man to live in poverty, less chance of being prepared for retirement and as primary care givers have more expenses and less potential for income. Women have to work hard to get respect and more pay (2). Unequal access to financial resources. Representation, opportunity and equal pay. Wage inequality, job inequality. Economic/income gaps. Women still face major barriers regarding access to wealth and capital. Unequal pay still exists at high levels. Equal pay for equal work. Financial inequities, equal compensation. As an educator in public education, our greatest challenge is equitable compensation. Jobs. Leadership position of related compensation.

Women in Leadership (10): Breaking the glass ceiling. Glass ceiling still exists at high levels opportunity to be at the table (2). Women are not well represented at senior levels. The belief that women are inferior to men as senior leaders of organizations. It appears that there has always been a glass ceiling as it relates to gender equality-advancements are so far, then it is hard to stop. Representation and leadership development for women of color must have more qualifications than a man just to have a seat at the table. Mentorship from women trailblazers. More women in county and city elected leadership being heard and establishing our credibility as leaders. Equity for women for promotions and career advancements. Overall opportunities in the workplace, government.

Healthcare (5): Reproductive rights. Current and ongoing attack on health and reproductive rights. Ability to humanely, safely and effectively manage their reproductive health and act on their choices for their bodies and lives. Universal healthcare for children-help mothers and you help the whole community. Losing Roe vs. Wade.

Violence and Safety (5): Sexual harassment. Victims of assault and gun violence. I believe the greatest challenge is that we do not have bodily autonomy protections in place. Ability to make decisions related to our body. Human trafficking.

Education: Schools.

Cultural bias/lack of power (13): Recognizing gender bias and knowing how to properly deal with it. Lack of power- organization. We have lived in a patriarchal society for so long, we consider it the norm - most women don't realize they have more rights. Being talked down to. I believe the lack of respect of women is the greatest challenge. To be taken

seriously and valued. Legitimacy/credibility of thoughts, ideas and solutions. How do we break the mindset of us, home, community; how to break out of our boundaries and teach our future. Institutional misogyny. The ongoing bias and stereotypes of men and women. Culture oppression, economically. Consideration. Opportunity

Legislation (3): Erosion of protections: reproductive rights, violence against women, still not passed ERA. ERA- equal rights; as we are discriminated against in so many areas. Overall systemic gender inequality with specific legislation being passed.

Workplace (7): Even playing field in the workplace to be able to balance family and work and still move ahead at work. Balance of work and family. Career transitions (including return to work after family leave). As it relates to Michigan- how can the auto industry move from being positioned as male dominated and overall “masculine” industry - how can we recruit and retain women to lead in their industries; technology is another industry that has masculine label- these industries need to do a better job of recruiting and retaining women (2). Gaining entry to traditionally male dominated jobs and industries. Men in the work place do not view them as equal. Re-entry in to the work place after having children or life changes such as divorce.

Diversity (7): To have equal employment opportunities, particularly for minority women and LGBTQ+. Representation and leadership development for women of color. Acceptance of the whole diversity of women. Accessible housing and transportation for women with disabilities. Organizations that do not create cultures that respect and leverage diversity in all forms and leaders who aren't held accountable for creating them. Understanding that different groups of women have different needs (depending on race, sexual orientation, gender identity, raising children or not) then we can work together to lift everyone up segregation – although we have many of the same issues, we stick to “our” community, if we worked together ALL the time, we could make real sustainable change. Women of color (in particular) having access to the same opportunities as male counter parts.

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

Allies (2): Women feel more connected to other women. Conflict resolution would mean more collaboration.

Childcare, Family Leave (20): Child care (4). Consequences for part time and fulltime jobs. Paid time leave. Senior care support, disability care support. Family leave- universal- paternity leave. Support for single mothers. Less food insecurity. Free child care. Better elder care (2). Less poverty (5). Support for women in their caregiving roles/sick relative. All seniors live well in retirement. Fewer women and kids in poverty. Fewer women in poverty. Reduced homelessness. Access to childcare would be less burdensome. Women would have more access to credit. Greater demand for child and older care. Normalize paternal childcare leave. Supporting family leave.

Pay Equity (8): Women would have more career opportunity. Economic pay dynamic in family. Equal pay (7). Increase earnings. Economic opportunities, job equity. Working full time would equal living wage. Higher women's wages/salaries. Men's wages.

Women in Leadership (14): Equal representation in government. More people of color in gov. Women leaders in all sectors. More women owned businesses. More women leaders in business, government. More women elected (2). More women in leadership/management. More women in leadership roles (2). Women can excel in careers without being punished for giving birth. Equity in representation would lead to better policy making. Different definition of leadership. Increase in women leadership, women in the workplace, women encouraged to work, creative problem solving, comparison. Different representation- elected and high level management positions. Opportunity to work up and age equity

Healthcare (14): Mental health and health care access. Overall improvement in health. Reproductive rights security (2). Maternal mortality in W. O. C improved. Health care/reproduction rates. Healthier women's population. More access to addiction treatment for women. Access to full range of reproductive health care. Healthier communities. Maternal mortality addressed/more access to reproductive healthcare. Health outcome increased. Education on reproductive rights. Access to medical. Health care.

Violence/Safety (10): Better support from law enforcement. Less human trafficking. Less violence against women. Crime rates decrease. Domestic violence (4). Less female suffering. Women that have been sexually harassed would be believed. Reduced violence. Women would be safe (physically/ financially). Sexual harassment/violence.

Education (8): More women college grads. Quality education. Higher graduation rates/college enrollment. Free low cost early childhood education. Increased graduation rates. Fund education, fully and equally. Schools would have more money. Improved education.

Cultural Bias (23): Respect for women's ideas/voices. Value as a parent/mother. Level of respect. de- Stigmatized gender roles through education. Greater social consciousness/social responsibility. Women would be welcome in all environments. Responsibility for child rearing would be shared. Equal access/opportunity less hurdles for half the population to reach their full potential. Manual labor would be quantified and dispersed evenly with men and women. Cultural oppression. Bro culture and toxic masculinity would no longer exist. Gender balance at home. Self-efficacy/ self-worth/confidence. Kinder culture with more compassion. Equal opportunities for ind. Women have the same access as men. All children would have access and exposure to all careers. More opportunity. Men and women would share in childcare. All women receive respect. No discrimination. Value as a whole. More focus on women's issues.

Workplace (6): Rewriting of corporate policies. More women working. Promotions/job placement, equal hiring opportunities. Helping women re- enter the work force to gain full potential for earning and growth. Women would be able to work while raising children. Less hurdles getting back into workplace.

Miscellaneous (10): Women would make different relationship decisions. There would be a higher economic turn. Work/ life balance. More transparency in gov. Better balance in business and community. More bathrooms. Resources for all areas. Policies would reflect everyone and serve greater good. Greater civic engagement more balance in power. Increased tax revenue. Economy boost.

Diversity (7): Diversity representation. Maternal mortality in W. O. C improved. More people of color in gov. Higher graduation rates/college enrollment. Opportunity to work up and age equity. Corporations achieve goal of diversity equity and inclusion. Racism.

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

Allies (9): Women looking out for women. Women in political leadership who support women/gen. eq. Men need to be our champions. Mental mind shift in the male culture that all of this is worthwhile and there is value in gender equity. Male buy in. Women need to support each other. Train men to address unconscious bias. Holding men accountable. To build relational power; to stand up to corps and or politicians.

Childcare, Family Leave (11): Support for matters: childcare, paternal leave. Help for business owners to be able to offer flex time. Affordable, quality childcare (4). Transportation access/affordable housing. Revised tax policy for health care/childcare/can support equity. Application of policies. Affordable housing/ family shelters. Quality mass transit/public transit. Increase paid parental leave (2). Paid maternity leave. Paid child care.

Women in Leadership (22): More women running and being supported. Equal or more women than men in government and all leadership. Policy- setting mandates set by boards/corp. Women in corporate leadership and business. More women in leadership roles (2). More mentors, role models (3). Short term - women running for office (2). Strict limits on campaign finance and limits on timing campaigning allowed. Opts for mentorship among women in business. Creating space for women to choose paths to leadership. Support women run business, grants, education. Women committing to mentorship- intentional in bringing them along (2). Cultivate leaders in programs/teach skills. Public disclosure the makeup of corporate boards. Encourage more women to run for office/leadership. More women decision makers. More women elected in leadership positions. Policies to get seat at the table. More women in office/ leadership. Implement corp quotas. Equal number of women on boards of publicly held companies. Social and emotional coaching/mentoring.

Pay Equity (8): More training programs/women (salary, value, worth). Job postings need to list salary ranges. Eliminating "last salary" question when applying for a job. Transparency with salary. Flexible work hours. Options for post high school training, college, trades, career education. Higher minimum wage (2). Pay equity.

Healthcare (6): Protecting and extending reproductive health (2). Mental health/behavioral

health services and facilities. Free affordable birth control. Provide affordable/free health care (2). Protect right to choice. Healthcare.

Violence/Safety (2): Educate law enforcement to BELIEVE women. Gun control.

Education (7): Forgive student loan debt. Education becoming more equitable/encouragement to go to school. Better education for women, including funding. Create and support policies that protect education. Education – early education programs. Improve equity in educational system. Universal sex education/gender equity based.

Cultural Bias (17): Parent support for both sexes. Mindset change. Women need confidence in self. Short term- educate the public. Remember that equity goes both ways. Identify ways to empower self in a patriarchal culture. Education of exposure to women's issues starting young more. Need to change public's mindset. Education from the home in equality- modeled at home. Media campaign – to build awareness. Hold discussions in communities – hear both sides of issues. Long term empowerment/ education. Challenge culture norms. More opportunity. Women seize space and opportunity/men make space. Respect and leverage separate realities. Social change/evolution.

Workplace/Corporate responsibility (7): Dress code expectation changes. Corporations accountable – reporting. Require equality in employment. Physical environment at work (floors for heels, temperature, no breast-feeding rooms). Accountability measures for non-compliance of non-discrimination practices. Incentives/ rewards for making intentional decisions to create a balanced workplace. Require corporate equity in policy.

Miscellaneous (16): Referendums for issues. Vote and G.O.T.V. No gerrymandering. Use legislation (3). Raise marriage age to 18. Equity priority in public policy. Pass ERA. Micro-loan program (state wide). Women voting, get to polls. More civic engagement. Best practices in public/ private sectors. State ERA. Teach civic, register to vote. Look at how other countries have handled issues. REAL equity laws. Create a women's bill of rights.

Diversity (3): Diversify the visibility of women. Accountability measures for non-compliance of non-discrimination practices. Improve equity in educational system.