"Gender Equity – Let's Get There Faster"
AAUW San Diego Chapter on November 13, 2021
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RESOURCES

A. Gender equity is actually an issue of status
   1. VIDEO: https://www.youtube.com/watch?v=7n3Sov7Zctk
B. People don't know enough about women's value
   1. Societies that empower women
      a. HAVE LOWER INCIDENTS OF VIOLENCE both within and between communities
      b. Are more resilient to infectious disease,
      c. Have higher levels of health and well-being for families, including men,
      d. Provide better education for children
      e. And even are less vulnerable to smoking and alcohol abuse
   2. Men perform better in organizations with more women because they have healthier work environments
   3. Women today contribute more to the US economy every year than Japan's entire GDP
   4. Women are better leaders in crisis, so gender equity could really be critical to our long-term economic recovery from the pandemic recession
C. People don't know how serious the problem is
   1. US women lose an averaged total of more than $900 billion every year due to the pay gap
   2. Latina Equal Pay Day actually moved backwards 18 days between 2018 and 2019
      a. 2021 - Oct 21
      b. 2020 - Oct 29
      c. 2019 - Nov 20
      d. 2018 - Nov 12
   3. Education doesn't help Black women get ahead
   4. Sally Krawcheck, former Wall Street executive and founder of Ellevest, points out that "It is actually viewed as an attractive female characteristic to be bad with money."
   5. Teachers tend to reward boys for taking risks but discourage girls when they fail, especially in areas that aren't conventionally "feminine."
   6. 61% of women still said their male counterparts fail to treat them as equals,
   7. "Employers tend to undervalue degrees when earned by women and pay women less than men at every education level."

8. "Employers often make assumptions about what kinds of work different genders are best suited for, funneling women into lower-paid, lower-level positions."

D. People don't care enough to make change
   1. The pay gap is largest for mothers, making single working mothers among the poorest people in our country
   2. Women make up more than 2/3 of the elderly poor, relying on government assistance as well as family resources
   3. Companies that rank higher for leadership diversity are likely to be 15% more profitable
   4. Their employees are more productive, innovative, and enjoy better mental health

E. What can employers do?
   1. Get expert help!
      a. 75% of diversity trainings FAILING OR MAKING THINGS WORSE
      b. There can be backlash within 2 years of implementing an initiative. BUT within 12 years, there is significant improvement in social trust and quality of life - for that kind of sustainability, you need someone who knows how to use a long lens.

F. What can you do as an individual advocate?
   1. Educators - please do your own homework about bias in your classrooms
      a. Stanford did a study where they thought math performance was going to skew according to gender.
         - Instead, they found that it skewed according to geographical location.
         - In affluent, highly-educated and predominantly white districts, boys outperformed girls in math.
         - In poorer, more racially diverse districts, girls often outdid boys in math.
         - The scholars also found that boys perform especially well in math in communities where adult males are more highly educated and earn substantially more than females.
   2. If you're a part of the financial machine of higher ed, try advocating for reforming college recruiting and student loan practices
      a. Women receive 57% of bachelor's degrees but hold two-thirds of student loan debt.
      b. Different reasons include that women:
         - Receive lower pay in jobs during college, which limits their ability to pay tuition as they attend
         - Have more family responsibilities so take longer to graduate
         - Experience more aggressive recruiting from for-profit colleges that offer lower quality education, leading to lower paying jobs after school
         - Receive biased career counseling from college advisors who often direct them into lower paying fields
         - And of course, the pay gap once they start careers makes it harder to pay back loans
   3. If you're connected to social impact investing
      a. Please be aware that female entrepreneurs get fewer and smaller business loans and other access to capital than men for no other reason than their gender
         - Women are actually more reliable in making payments and completing financial obligations than men
   4. Lastly, as individual advocates:
      a. Men are important allies
         - VIDEO: https://www.youtube.com/watch?v=swSy6pdAS-0
      b. Women can also stand up for themselves and other women - the more we do it, the faster it'll become everyone's reality

- Fun but eye-opening Pixar video, ”Purl”: https://www.youtube.com/watch?v=B6uuIHpFkuo