



Working On It: A Look
into the Gendered
Experiences of the
American Workplace

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Institute for Women's Leadership

The Leadership Scholars Certificate Program is a two-year selective, interdisciplinary certificate program that prepares Rutgers undergraduate women to be informed, innovative, and socially responsible leaders.

Leadership Scholars design and implement social action projects to expand their understanding of issues and problems and to develop leadership skills.

This project gives Scholars the opportunity to apply the theoretical knowledge they have gained about leadership, advocacy, and social change with the practical and experiential knowledge they have developed about a particular policy issue or problem through the field site placement. It also further develops leadership skills by giving undergraduates the opportunity to *practice* leadership *through* action.

To find out more please visit the Institute for Women's Leadership's website at <http://iwl.rutgers.edu>.

Project and Mission

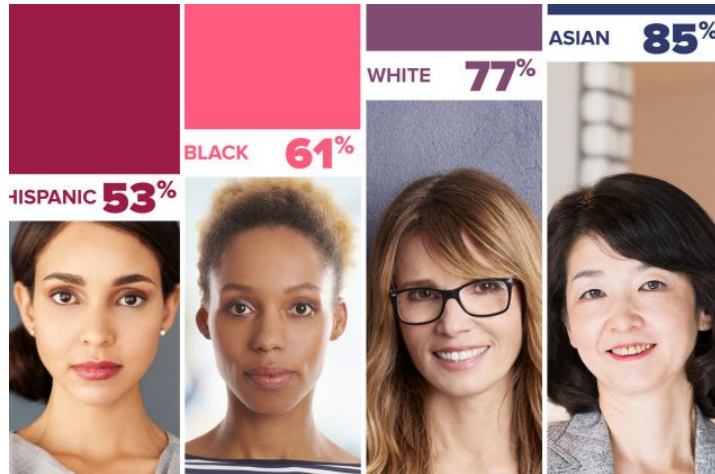
- Project titled “Working On It: A Look into the Gendered Experiences of the American Workplace”
- Mission was to address workplace gender discrimination in an intersectional context as well as provide education, tools for combatting discrimination, and supportive voice to women and gender minorities navigating these struggles
- To do so, recorded a podcast that provided informative research as well as advice/tips about different areas of work (corporations, female- and male-dominated sectors, food service industry, etc
- Also implemented a 1.5 hour workshop called “Financial Fine\$\$e” for college women about salary and benefits negotiation as well as self-advocacy

Our Project - “Working On It”

- Focused on gender discrimination and gendered issues in American workplace
 - Women and gender minorities
 - Span across various sectors -- major companies/industries, food/service sector, touched on education sector, etc
- Designed on-campus workshop for college women about financial negotiation
 - Negotiation, self-advocacy skills
- Supplemental research-based podcast
 - Accessible dialogue
 - Personal anecdotes
 - Advice, strategies, tools to combat/navigate gendered issues

“Financial Finesse” Workshop

- 1.5 hour workshop about financial negotiation for college women
- Presentation
- Addressed the wage gap and steps women could take to reduce effects
 - Salary and benefits negotiation
- Used research we gathered from AAUW online course: Work Smart Online



- Discussed what the wage gap was
- How it manifests for different women
- The large-scale effects of the wage gap on women
- For example, in 30 years of working the same job, women will likely make up to half a million dollars less than male counterparts
- Worse for women of color, latina women making up to \$800,000 less
- It could take 80 years (two more generations of women fighting) to close the wage gap if it continues at its current rate

Fig. 1 “Know Your Worth” wage gap graphic (courses.aauw.org)

“Financial Finesse” Workshop

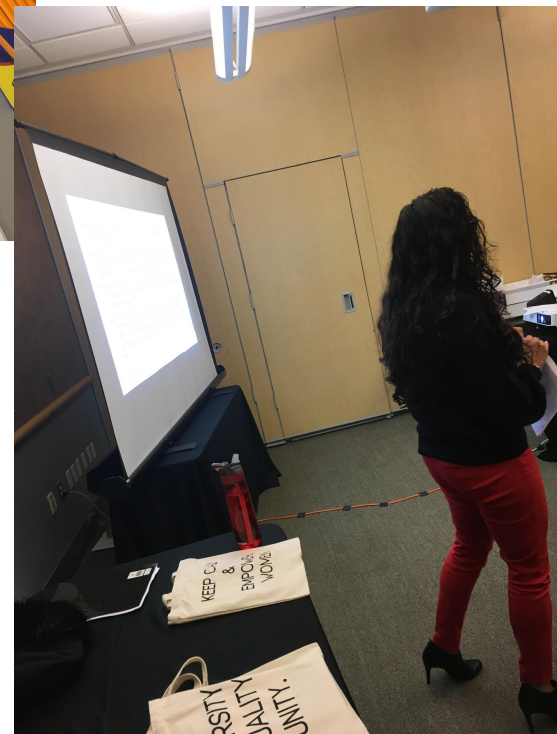
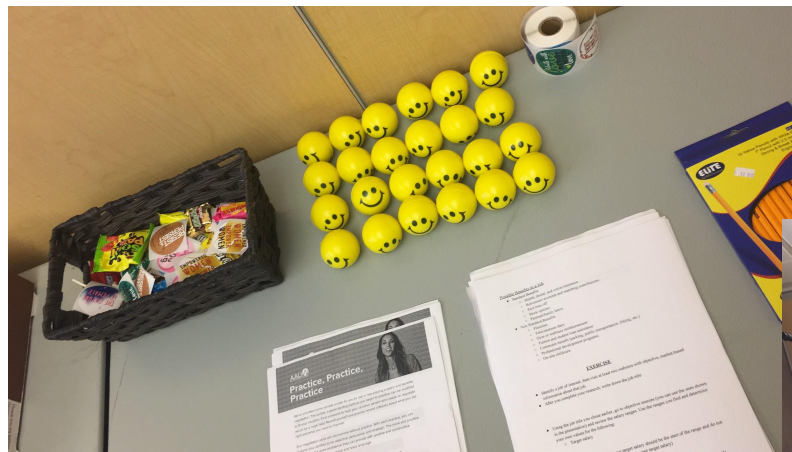
- How to advocate for yourself, your work, and your salary
 - How to address negotiation conversations
 - Persuasive speech
 - How to communicate your value
 - How to feel confident advocating for yourself
- Provided a Kahoot quiz following presentation
 - Prizes: books and feminist tote bags
- Food
- Reflections
 - What did you learn? What was most helpful?

I accomplished **INSERT ACCOMPLISHMENT, USING AN ACTION VERB**
using my **INSERT SKILL** which benefited
our company by **INSERT RESULT** .

Fig. 2 “Know Your Value” value statement example (courses.aauw.org)

Example of a “value statement”.

- One of the exercises we had workshop attendees do.
- Designing value statements and employing them in discussions about salary/benefits can help underscore the value you bring to this company or position. Highlights your credibility, your competence, and your right to work for fair compensation in your role.



“Working On It” Podcast

- 3 episodes
 - Episode one: gender stereotypes and workplace composition
 - Episode two: gender issues in the food and service industry
 - Episode three: workplace discrimination and experiences for gender minorities
- Used research to outline topics/discussions in each episode
- Used personal anecdotes/workplace experiences to supplement/personalize research
- Discussed tools and strategies for combating discrimination and coping with gendered issues
 - Impostor syndrome
 - Building support networks
 - Dealing with stereotypes/pay discrimination



Working on It

By Amarachi

Working on it is a podcast focused on taking a look at the gendered experience of the American workplace by combining personal stories and research.

PLAY ON SPOTIFY



WORKING ON IT

1. **Workplace Composition & Discrimination** 17:01
11/19/2019
2. **Working on It Trailer** 1:06
11/19/2019

Dissemination

- Podcast
 - Introductory trailer
 - Podcast episodes posted to [platform]
 - Shareable link
- Workshop
 - Partnership/cosponsorship with student org WICS
 - Room reservation
 - Members encouraged to attend/share event
 - Student Organisation visits
 - Working with professors to give students extra credit for attending
 - Flyer shared on social media/ GroupMe
 - Facebook event



The flyer features a central image of a woman's face partially obscured by a fan of US dollar bills (one, five, ten, and twenty dollar bills). A black thought bubble above her head contains the text "You're Worth More!". The top of the flyer has the title "Financial Finesse" in a cursive font and "Salary Negotiation Workshop" in a bold sans-serif font. In the top right corner is a logo for "WORKING ON IT" featuring a silhouette of a person walking. The bottom section contains the event details: "Monday, December 9th", "Livingston Student Center Rm 202B", and "7:15 PM". In the bottom left corner is a red logo for "WOMEN'S CENTER" with the text "WOMEN'S CENTER" and "WOMEN'S LEADERSHIP". In the bottom right corner is a circular logo for "WICS" with the text "WOMEN IN COLLEGE STUDENTS" around the perimeter.

Financial Finesse
Salary Negotiation Workshop

You're Worth More!

Monday, December 9th
Livingston Student Center Rm 202B
7:15 PM

WOMEN'S CENTER
WOMEN'S LEADERSHIP

WICS
WOMEN IN COLLEGE STUDENTS

Project Concepts, Foundations, Research

- Topic One

- How gender composition in certain fields can impact gender stereotyping (prescriptive and descriptive) and expectations for women in the workplace
- How gender composition is still highly unequal and persists today
- How breaking into male-dominated fields is not the only hurdle women have to combat
 - Impostor syndrome once they are there
 - Psychological responses to feeling different from “typical leadership” (working twice as hard to be seen as half as good)
 - Lack of self-validation, perceived leadership skills

- Research

- **“Gender Discrimination at Work: Connecting Gender Stereotypes, Institutional Policies, and Gender Composition of Workplace”** by Donna Bobbitt-Zeher
- Gerry Larsson & Aida Alvinus (2019) **Comparison within gender and between female and male leaders in female-dominated, male-dominated and mixed-gender work environments**, Journal of Gender Studies

Project Concepts, Foundations, Research

- Topic Two

- Gender differences in the food and service sector, women's experiences with pay discrimination and other gendered issues in the restaurant industry
 - Industry employs over 10 million people, most are women
 - Lack of livable wages, minimums can be as low as about \$2
 - Women mostly make up server/waitress/hostess positions, lowest paying
 - Restaurant servers 71% women, 3 times more likely to live in poverty than any other industry demographic including position and gender
 - Major pay gap - on average, female servers paid 68% of men in same position, black women only 60%
 - Prominent sexual harassment problems

- Research

- ***Tipping Over The Edge: Gender Inequity in the Restaurant Industry***. Restaurant Opportunities Centers United, 2012, Tipping Over The Edge: Gender Inequity in the Restaurant Industry, https://rocunited.org/wp-content/uploads/2012/02/ROC_GenderInequity_F1-1.pdf.

Project Concepts, Foundations, Research

- Topic 3

- Transgender individuals experience harassment or discrimination in workplace at astronomical rates, 90% of survey respondents (sample size= over 6,000) reported mistreatment on job
- High unemployment rate, twice as likely to be unemployed than cisgendered people
 - Higher for gender minorities of color, 4 times as likely
- Lack of adequate federal protections outside of ENDA
 - Meant to prevent workplace segregation and hiring discrimination
- Yest 26% of survey respondents indicate being fired, 44% passed over for jobs entirely due to gender identity

- Research

- Bailey, M. (2014). **Transgender Workplace Discrimination in the Age of Gender Dysphoria and ENDA.** *Law and Psychology Review*, 38, 193-210.

Feminist Leadership

- Examines gender biases, workplace practices and their impact on women's leadership in workplace
 - Access to jobs in various industries whether male-dominant, female-dominant, or mixed
 - Explore women's self-perceptions of leadership in different industries
 - validation in leadership positions, negotiation skills, how workplace affects presence of both
- Conscious and Unconscious biases addressed
 - Stereotyping, workplace composition, employment opportunity/access
 - Institutional biases: pay gap and disproportionate poverty levels for women in food/service industry

Feminist Leadership

- Accountability addressed
 - Strive to include gender minorities and POC in research
 - Examined how marginalized individuals are affected by workplace discrimination/conditions
 - Challenges that leadership is male/masculine
 - Supportive tools for combating impostor syndrome in male-dominated settings
 - Advice on building support networks of women, validating leadership positions
 - Assessing one's own leadership, building negotiation skills to access better wages
 - Emphasized keeping research as well as our own podcast/event as inclusive and beneficial to POC and people outside the male/female binary as possible

Lessons/Insights

- Do not compromise project vision in order to force something to work
 - Originally wanted to work in a school, had to change material/research in order to make it fit with school expectations
 - College age audience allowed us to share the research/topics we wanted
 - Podcast/workshop allowed us to discuss research in greater depth
- “Quality over Quantity”
 - Some aspects of our project were relatively ambitious
 - Getting into a school program, a lot of red tape
 - Expecting too many students/attendees
 - When we changed project, thought we were going to make more podcast episodes
 - Needed to focus in on topics of importance, apply research realistically
 - Keeping goals feasible, made our content far more rich and specified

Lessons/Insights

- Value of asking questions/utilizing advisors
 - Ran into a lot of difficulty at first with project
 - Peer discussions, meetings with advisors, exchanging ideas all very helpful in finally determining what our project should be
 - Helped perfect our vision, what a successful, passionate project would look like to *us*
 - Very helpful in acquiring resources
 - Ideas on how to run event
 - Linking us up with other leaders and professionals in the field to benefit our research/workshop/podcast
 - Valuable advice on project dissemination
 - General assistance with project direction and conceptualization that would have been difficult to do alone

Desired Impact

- Enlighten women/gender minorities further on potential obstacles they may face in workplace
- Supportive source for college women entering the career sphere, *from* college women entering the career sphere
- Research and advice-based discussions about self-advocacy and combating discrimination and gendered issues in order to promote confidence and self-advocacy skills/skills for career advancement
- Cry for awareness
 - not only helpful information
 - Also information that signifies the progress which still needs to be made for women in workplace
 - Challenges that still exist/persist despite feminist research and efforts

Desired Impact

- We want to be a voice for other women entering/navigating the career sphere that our peers, instructors, advisors, and mentors in the IWL program have been for us
 - Intersectional discussion
 - Advice, anecdotes, personalization of research
 - Information both research- and experience- based
- Throughout project, we had many discussions on how our IWL experiences helped prepare us for the future in ways we would not have received outside the program
 - Both in education and just a supportive network of people
 - Aim to be that resource for podcast listeners/workshop attendees
 - Encourage women to know their worth and advocate for it

Future Work

- Future scholars could build on this work in variety of ways
 - Use our research to create other programs/workshops/events to encourage women to self-advocate and take charge of their careers
 - Add to podcast/continue podcast
 - More episodes, more topics, more research
 - Use our negotiation workshop as a foundation for a club/student org

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