

Politics & Government, Education

The Women Who Run Rutgers



December 14th, 2022

Sheaa Amin



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>.

Goal Statement

The Women Who Run Rutgers aims to address gender-based discrimination against women working at Rutgers University - New Brunswick by highlighting forms of campus activism and solutions to address current campus issues.

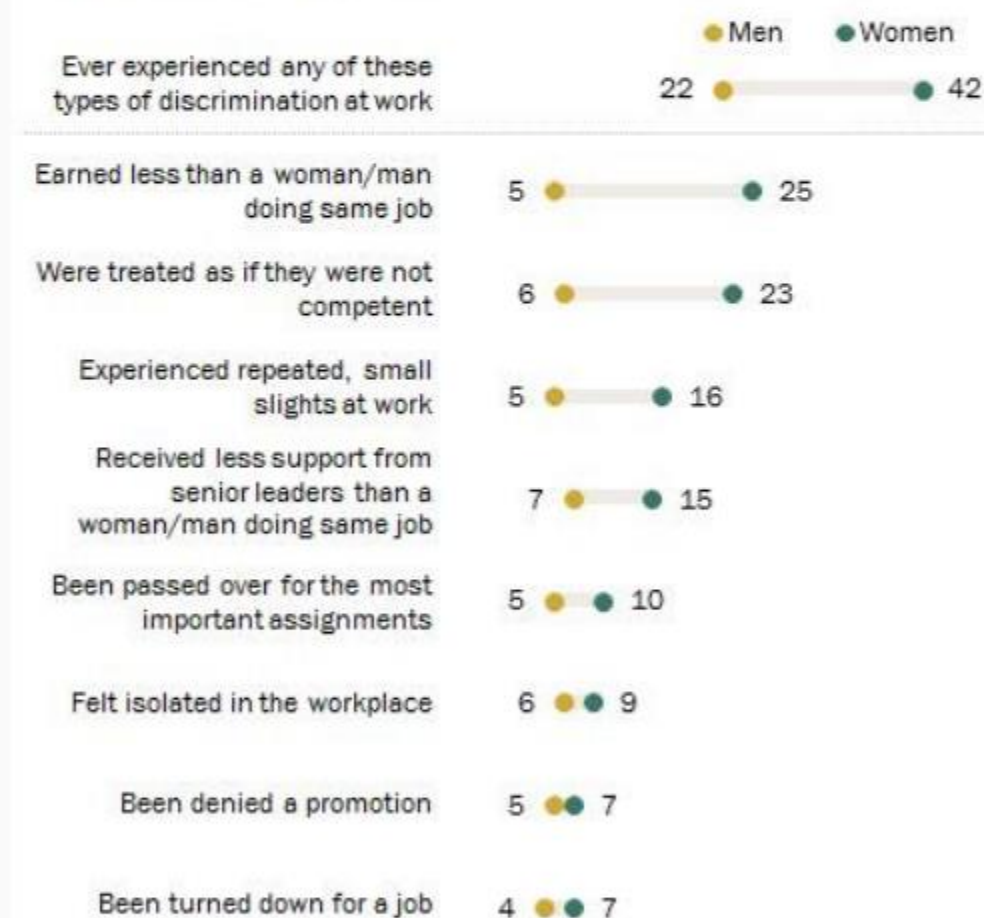
The Women Who Run Rutgers is a policy proposal created with the intention of presentation to university leadership. The policy proposal will consist of identifying issues on campus, an analysis of how other universities have handled similar issues, and possible solutions for university officials to consider. I hope this Social Action Project will demonstrate the needs of women working at Rutgers University - New Brunswick and will result in changes to the work environment for women working in service-oriented sectors of Rutgers.



The Problem

Roughly four-in-ten working women say they've experienced gender discrimination at work

% of employed adults saying they have experienced each of these things at work because of their gender



Source: Survey conducted July 11-Aug. 10, 2017.

PEW RESEARCH CENTER

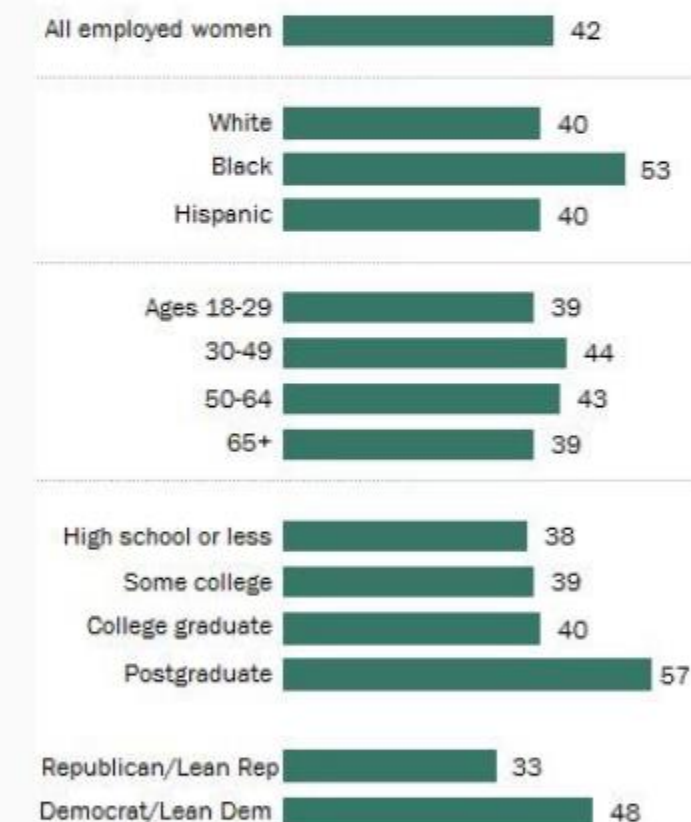
42% of working women have faced gender-based discrimination in the workplace

23% of women were treated as though they were not competent, compared to 6% of men

According to the World Health Organization, Women are 70% of the health and social care workforce, caring for approximately 5 billion people

Among women, experiences with gender discrimination at work do not vary significantly by age

% of employed women saying they have experienced any of eight forms of discrimination at work because of their gender



Note: Experience of gender-related discrimination based on combined responses to 8 items. Whites and blacks include only non-Hispanics. Hispanics are of any race. "Some college" includes those with an associate degree and those who attended college but did not obtain a degree.

Source: Survey conducted July 11-Aug. 10, 2017.

PEW RESEARCH CENTER

Figure 1, Inequities in the Workplace by Gender *Pew Research Center*

Figure 2, Discrimination Statistics by Demographic Breakdown *Pew Research Center*



Methods

Listen

- Engage in conversations with women working around campus
- Take note of student activism in regards to labor rights
- Identify how work at Rutgers has been gendered

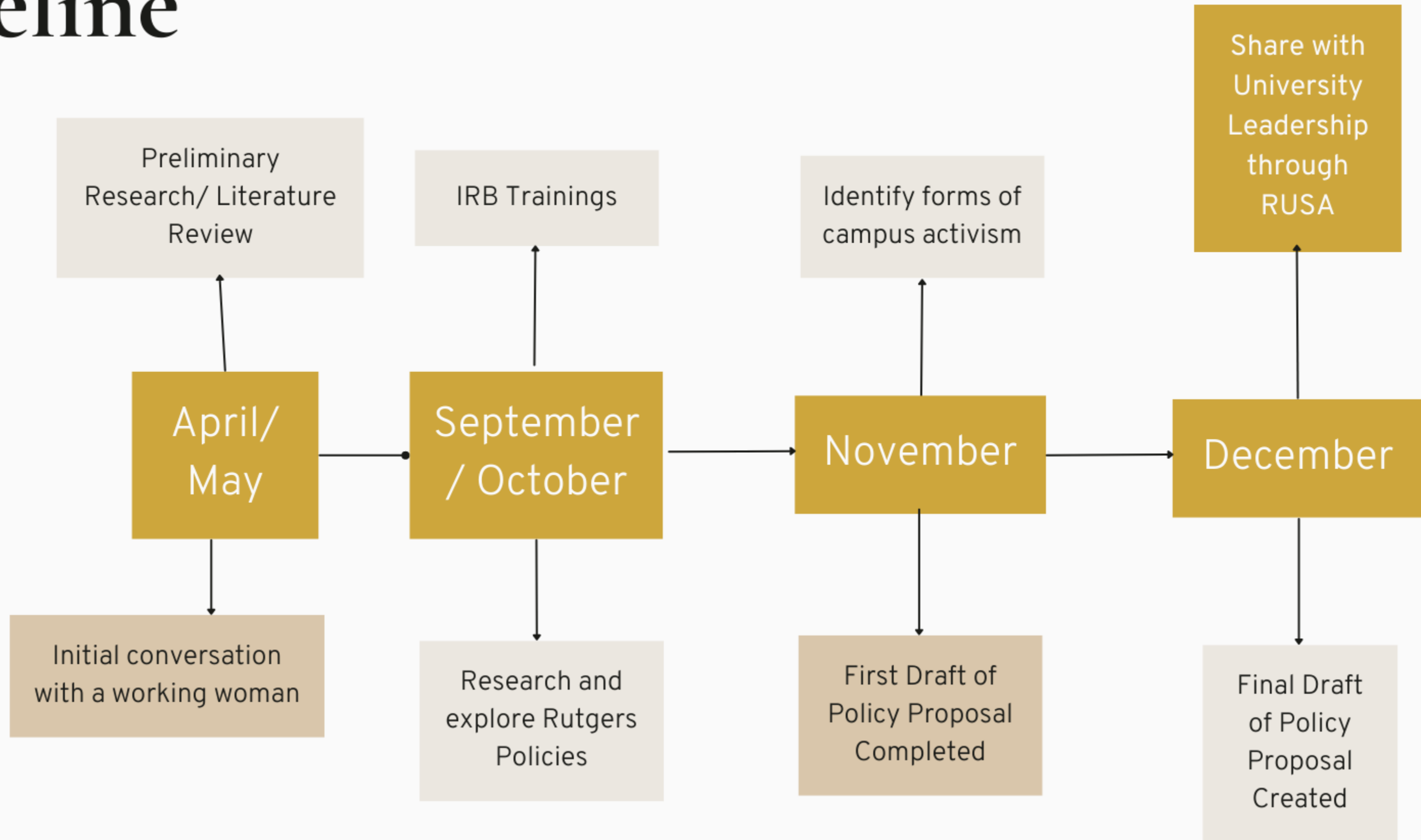
Research

- Are these issues at other BIG 10 universities?
- What current measures does Rutgers have to prevent gender discrimination?
- Is the pattern of male leadership, women workers prominent in the Rutgers space?

Advocate

- Document forms of activism occurring on campus
- Author a policy proposal highlighting the experiences of women, student activism on the matter, policy suggestions, and implementation suggestions
- Present to the Rutgers University Student Assembly for referral to University Administration

Timeline





"Global health is delivered by women and led by men, and that is neither fair nor smart."

From the World Health Organization's Human Resources for Health Observer Series

Intellectual Foundations

✓ Triple Gender Dividend Approach

- Health Dividend
 - Mental Health
- Gender Equality Dividend
 - Fair pay
 - Increasing rate to match third party vendors
- Development Dividend
 - Policy implementation for future efforts

“Delivered by Women, Led by Men: A Gender and Equity Analysis of the Global Health and Social Workforce.” World Health Organization, World Health Organization,

✓ Imbalance of Power

- Male Leadership, Female Workers
- Language Barriers
- Fear of speaking up

Carrasco, Maria. Campus Dining Halls Plagued by Worker Shortages, Inside Higher Ed

✓ Listening to Women

- Need for increased wages
- Childcare Support
- Mental Health Resources
- Burn-Out from lack of staff

Bothwell, Ellie. “Want to Improve Gender Equality in Universities? Start by Closing the Policy Gap.” World Economic Forum



Key Facts

- ◆ Only 12% of maintenance industry workers are women. 88% are men.

According to Zippia, when broken down by race, 64.4% of all workers are white, 18.6% are Hispanic or Latino, 10.1% are Black or African American, and 4% are Asian.

- ◆ UN SDG # 5 - Achieve gender equality and empower women and girls.

World Economic Forum -> calls upon universities to lead.

- ◆ Student Advocacy

Cards for retiring women in dining services
 Petition to keep facilities workers from being moved
 Public Safety Committee with RUPD



Feminist Leadership

◆ Raising Awareness

- Often viewed as women complaining
- Work already being done on campus to address issues

◆ Human First Approach

- Listening first
- The women already know the solutions to their problems
- Prioritize empathy and advocacy

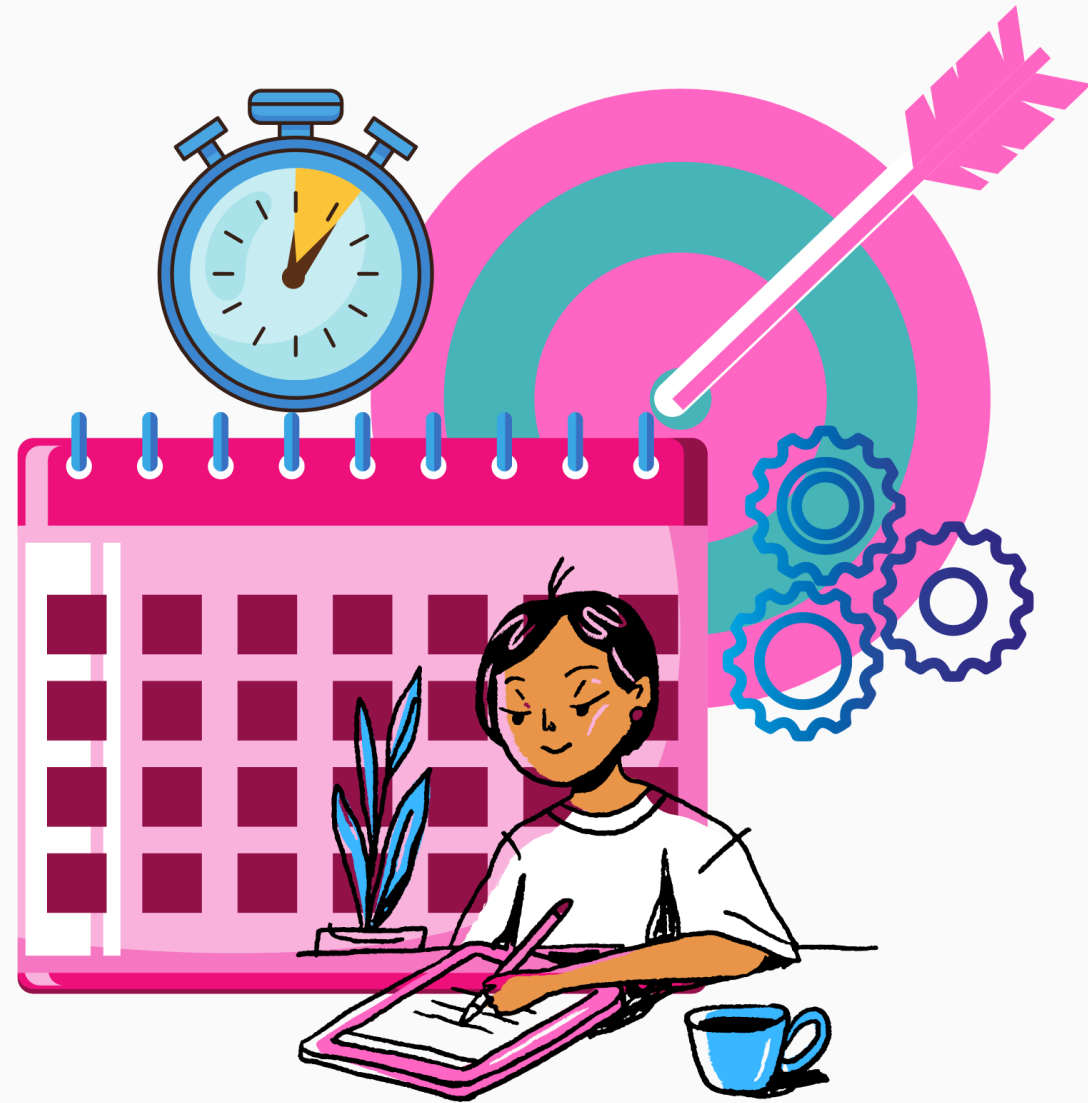
◆ Moving forward through a gendered lens

- Taking into account education, language, and community
- Combating patriarchal norms

Impact and Evaluation

The Proposal and Its Introduction to RUSA





Lessons Learned



Adaptability

Responding to change in environment
Understanding that the experiences of women are constantly changing, but gender-based issues remain at the root



Research Abilities and Conciseness

Making policies understandable and accessible



Time Management and Collaboration

Needed to move faster in order to complete interviews
Recognizing that as a student, I have a unique influence on University leadership
Being a listener and generating a safe space is fundamental to women's leadership

Future: Interview Women!

Acknowledgements

Dr. Naomi Williams
Center for Women
and Work
SAP Advisor

Institute for Women's
Leadership
Dr. Mary Trigg
Sasha Taner
Elizabeth O'Brien
Dr. Zainab Alam
Christabel Cruz

The 2023
Leadership
Scholars Cohort



Works Cited

Bothwell, Ellie. "Want to Improve Gender Equality in Universities? Start by Closing the Policy Gap." World Economic Forum, 8 Mar. 2022, <https://www.weforum.org/agenda/2022/03/improve-gender-equality-universities-report/>.

Carrasco, Maria. Campus Dining Halls Plagued by Worker Shortages, Inside Higher Ed, 21 Oct. 2021, <https://www.insidehighered.com/news/2021/10/21/campus-dining-halls-plagued-worker-shortages>.

"Delivered by Women, Led by Men: A Gender and Equity Analysis of the Global Health and Social Workforce." World Health Organization, World Health Organization, 1 Jan. 1970, <https://apps.who.int/iris/handle/10665/311322>.

"Maintenance Worker Demographics and Statistics [2022]: Number of Maintenance Workers in the US." Maintenance Worker Demographics and Statistics [2022]: Number Of Maintenance Workers In The US, 9 Sept. 2022, <https://www.zippia.com/maintenance-worker-jobs/demographics/>.

Parker, Kim, and Cary Funk. "Gender Discrimination Comes in Many Forms for Today's Working Women." Pew Research Center, Pew Research Center, 7 Aug. 2020, <https://www.pewresearch.org/fact-tank/2017/12/14/gender-discrimination-comes-in-many-forms-for-todays-working-women>

Sarah M. Marshall, Megan Moore Gardner, Carole Hughes & Ute Lowery (2016) Attriti from Student Affairs: Perspectives from Those Who Exited the Profession, Journal of Student Affairs Research and Practice, 53:2, 146-159, DOI: 10.1080/19496591.2016.1147359

Student Handbook: A Guide to Human Subjects' Protection in Research. Rutgers University, 21 Jan. 2022, https://research.rutgers.edu/sites/default/files/2022-01/hrp-105_-_sop_-_student_handbook_1.20.22.pdf.

Vanessa Kay Herrera, Maria Wright & Brittany Williams (2021) Identity-Conscious Supervision in Student Affairs, Journal of Student Affairs Research and Practice, DOI: 10.1080/19496591.2021.1892706