



Gender Inequality & The Wage Gap

An Interactive Training To Explore The Issue of Gender Inequality In The Workforce

The Bonner Community Engagement Curriculum

Overview:

This interactive training will introduce ideas about gender inequality and the wage gap in a fun and engaging way. Students will gain a greater understanding of what affects wage gap statistics and how women are discriminated against in the workplace and American society, as well as what they can do to fight this discrimination.

Category:

Diversity, Empathy, Social Justice

Level:

Applicable towards all students that are interested in discussing the wage gap and gender inequality.

Recommended Bonner Sequence:

This training is recommended for Bonner Students during the fourth year, as part of the Dialogue Across Diversity and Inclusion 4x4 model, Stage 4: Adaptation.



Fourth Year Students

Dialogue Across Diversity and Inclusion 4x4 Student Developmental Model			
Stage 1: Exposure	Stage 2: Understanding	Stage 3: Application and Discussion	Stage 4: Adaptation

Focus or Goals of this Guide:

- Participants will have a stronger understanding of the many different inequalities that still exist between men and women in the workforce.
- Participants will learn about the intersectionality of race and non-binary genders in the struggle of women in the workplace.
- Participants will take away ideas about how we can individually and nationally fight the wage gap and gender inequality.

Materials:

- Computer (with access to internet)
- Projector
- Cellphones (allow participants to access the activity with)

How to Prepare:

Review the trainer guide. Become familiar with the safe space guide in order to establish a safe space within the workshop. Prepare the handouts and other materials for the workshop. Review and modify the workshop to fit the size of participants and issues. Please note that if the hyperlinks seem to not work, the links are posted. Just copy and paste them into the search bar.

Link for quiz → <https://play.kahoot.it/#/k/168d5668-7548-4504-a03e-3209971f9663>

Brief Outline:

This training will begin with a basic description of the wage gap and how it has changed in recent history. Next, students will have the opportunity to get into groups and answer trivia questions about gender inequality and the wage gap, as well as discuss the reasons behind each answer. After this, students will participate in an interactive activity that helps them to understand some of the different types of discrimination that women face in the workplace. Finally, they will go on a scavenger hunt to find solutions to fight the wage gap and gender inequality.

The outline for this 70-80 minute workshop has the following parts:

- | | |
|---------------------|---------------------------|
| 1) Safe Space Norms | suggested time 5 minutes |
| 2) Introduction | suggested time 5 minutes |
| 3) Kahoot Quiz | suggested time 15 minutes |

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|---------------------------|---------------------------|
| 4) Interactive Experience | suggested time 30 minutes |
| 5) Hunt for Solutions | suggested time 15 minutes |
| 6) Conclusion Discussion | suggested time 5 minutes |

Part 1) Safe Space Norms

Suggested time: 5 minutes

Hand out the safe space guide to each participants or project the guide on the computer. Create a safe space by listing the safe space norms for dialogue and elaborating on each norm. Emphasize that **all** participants who are involved in the workshop are required to abide by the safe space norms in order to insure that everyone is comfortable with what will be shared during this workshop. The norms can be found on the handout with more detail.

Safe Space Norms for Dialogue:

- Make "I" statements
- Be aware of non-verbal expressions
- "Seek first to understand, then to be understood"
- "Tell me more..."
- Respect Different Opinions
- Silence is O.K.
- What is said in groups, stays in groups
- Encourage participation
- Say "Ouch"

Part 2) Introduction

Suggested time: 5 minutes

To begin, frame the training. This script does not have to be used, but make sure to discuss important themes that you want to articulate throughout the training:

"The wage gap is an incredibly complicated and difficult thing to break down and discuss. It is not as simple as "women and men are equal" or "all women in all jobs make exactly 21% less of a white man's salary." Many different factors play into the wage gap, such as how many hours worked, job selection, salary negotiation, gender discrimination in the workplace, race, age, sexuality, familial responsibilities, etc. However, today, we will be asking ourselves one question: "Why?" Why do men often work more hours? Why don't woman feel confident to negotiate their salary? Why do women often hold more household responsibilities than men? And, as we will focus on

in this training, how does gender discrimination in the workplace play into the wage gap as a whole??

We will not pretend to whitewash gender discrimination in this training; people of color, the LGBTQ community, older women, and immigrants face this at a much higher rate than white women, and we will be discussing this intersectionality throughout the training. I will ask everyone to keep an open mind and respect differing opinions. While some may not agree with the wage gap as a concept, we will be talking about gender discrimination, which still happens at alarmingly high rates across the country. If we get to the end of the training and you still don't believe that the wage gap is an issue, that's okay! But let's work together to educate ourselves in order to formulate our own opinions about the wage gap, instead of listening to confusing statistics and propaganda from both sides on the topic."

Before starting the next part have participants complete the pre-survey handout.

Part 3) Kahoot! Quiz

Suggested time: 15 minutes

This section will have participants test their knowledge of current statistics about gender inequality and the wage gap. Participants will do this by playing an interactive trivia game on Kahoot.

Instruct participants to get into groups of 2 or 3, and use their smart phones to access the quiz provided at Kahoot! The link is provided below.

<https://play.kahoot.it/#/k/168d5668-7548-4504-a03e-3209971f9663>.

If smart phones or tablets are not accessible to students, they may use computers, or alternatively you may print the quiz questions and have them work on them together.

You may use the questions provided, or add your own. All sources are cited. After each question, discuss the implications of the statistics with the group using the prompts provided below each question.

1. Although women fill almost half the jobs in the US economy, they hold only _____ of STEM jobs. (25%).

- a. Part of what contributes to the wage gap is job selection: what types of jobs are women choosing? Many of the women dominated fields have much lower salaries, and higher paying jobs, such as those in the STEM field, are

dominated by men. But we have to ask ourselves: why aren't women choosing jobs in these higher-paying fields? Is it because they just aren't interested, or they are discouraged from it?

- b. Source: <http://www.esa.doc.gov/sites/default/files/womeninstemagaptoinnovation8311.pdf>

2. US is the only one out of ____ developed countries who does not mandate paid leave for new parents. (41).

- a. The U.S. is the only country among 41 nations that does not mandate any paid leave for new parents, according to data compiled by the Organization for Economic Cooperation and Development (OECD). The smallest amount of paid leave required in any of the other 40 nations is about two months.
- b. Source: <http://www.pewresearch.org/fact-tank/2016/09/26/u-s-lacks-mandated-paid-parental-leave/>

3. The US is currently ____ in the world in terms of closing the pay gap. They are rated at a 72%. (45th)

- a. These statistics are provided by the World Economic Forum. They rate countries based on many different factors, such as educational attainment, economic participation and opportunity, health and survival, and political empowerment. The US was in 28th place in 2015, but dropped to 45th during 2016.
- b. Source: <http://reports.weforum.org/global-gender-gap-report-2016/economies/#economy=USA>

4. Men are ____ times more likely than women to negotiate their starting salary and benefits. (8)

- a. An individual's starting salary will affect their income for the rest of their lives, if there are no state laws against requesting previous wage information. Therefore, if men are incredibly more likely to negotiate their starting salary and benefits, how will this affect women throughout their lifetime?
- b. Source: <http://www.washingtonpost.com/wp-dyn/content/article/2008/11/06/AR2008110602982.html>; Linda Babcock, Carnegie Mellon University

5. According to AAUW, the gender pay gap won't close until _____. (2152).

- a. These statistics were gathered by the American Association for University Women, who hold salary negotiation trainings in order to help close the wage gap faster. We have to ask ourselves: are we willing to wait generations and generations to wait for this to happen, or will we take action?

- b. Source: <http://www.aauw.org/research/the-simple-truth-about-the-gender-pay-gap/>

6. Women in the US obtain undergraduate and graduate degrees at _____ rates than men. (higher)

- a. However, those higher education levels haven't served as an equalizer when it comes to pay. Often, women still receive lower salaries than men in their same fields who have lower education levels.
- b. Source: https://obamawhitehouse.archives.gov/sites/default/files/docs/womens_slides_final.pdf

7. The "adjusted" gender pay gap in the U.S. amounts to women earning about _____ compared to men (94.6 cents per dollar).

- a. Factoring differences in education, experience, age, location, job title, industry and even company, research performed by Glass door Economic Research reveals that the "adjusted" gender pay gap in the U.S. amounts to women earning about 94.6 cents per dollar compared to men. It is remarkable that a significant gap persists even after comparing male-female worker pay at the job title and company level.
- b. Source: <http://fortune.com/2016/04/12/myth-gender-wage-gap/>

8. Women are about _____ as likely as men to say they had been discriminated against at work (twice).

- a. Some part of the pay gap may also be due to gender discrimination. In a 2013 survey by the Pew Research Center, women were about twice as likely as men to say they had been discriminated against at work because of their gender. If these obvious and blatant instances of gender discrimination are happening to women, how might it be affecting their salaries?
- b. Source: <http://www.pewresearch.org/fact-tank/2017/04/03/gender-pay-gap-facts/>

9. As of 2015, women earn less than men in all but _____ occupations. (five)

- a. U.S. Bureau of Labor Statistics data from 2015 show that for all occupations with comparable median weekly earnings data for men and women, men make more than women in all but five of the detailed occupations: wholesale and retail buyers except farm products; police and sheriff's patrol officers; bookkeeping, accounting, and auditing clerks; general office clerks; and data entry keyers. Additionally, women even made less than men in the so-called pink-collar jobs in which women are disproportionately represented, such as

- maids and housekeeping cleaners, elementary and middle school teachers, and registered nurses.
- b. Source: <https://www.americanprogress.org/issues/women/reports/2016/04/12/135260/the-top-10-facts-about-the-gender-wage-gap/>

Part 4) Interactive Experience

Suggested time: 30 minutes

This activity will give participants the opportunity to learn about some of the different types of bias that women face in the workplace. It touches on different levels of the intersectionality between gender discrimination and race, age, marital status, parental status, gender identity, language barriers, and more. It is very important to frame this section of the training, as well as to introduce intersectionality if the subject has not been discussed with the group previously.

Script: "It is important to remember that not all women experience gender discrimination and the wage gap at the same rate. Women of color make MUCH less than white men, and many factors play into these statistics. Many of the scenarios in this activity happen every single day to women in the workforce, although they may play out slightly differently in different parts of the country. Not every woman is discriminated against in every circumstance, but it is also not rare to see many of these situations in the workplace. Additionally, these situations do not cover all the facets of intersectionality; but they do cover some, just to give you an idea about how different identities play into gender discrimination. It is also important to note that male discrimination does exist, and it is an issue. However, today we will focus on female discrimination as it contributes to the wage gap."

To begin the activity, separate participants into groups of 5. Assign each participant in each group one of 5 characters:

1. You are a 32-year-old white female, and you are a single mother
2. You are a 35-year-old white male, married with 2 young children
3. You are a transgender African-American female, 20 years old, kicked out of your family home and living in transitional housing
4. You are a 29-year-old Latina immigrant female with your green card, but you are having trouble learning English
5. You are a 25-year-old Muslim female who openly wears a hijab

Next, post descriptions of the scenarios listed below throughout the room. Beneath each scenario, post the results of each scenario, which differ depending on the

individual involved. Instruct each group to walk around from scenario to scenario and have the character involved read what happens to their character in the scenario. After they visit each scenario to find out what happens, have them discuss the reflection questions provided below.

Situation 1: You are interviewing for a new job position open at a company.

- **Transgender African-American female:** Because you don't have a permanent address or cell phone number, they question the validity of your application and toss it out.
- **White female:** The interviewer asks you questions about how you will balance being a mother as well as an employee. They question whether or not you can be fully committed to the position.
- **White male:** You are asked general interview questions such as your experience, strengths, and weaknesses.

Situation 2: A position opens at your company for an internal promotion that will involve travel.

- **Muslim female:** The supervisor fears that your hijab will cause problems with potentially Islamophobic clients during the travel, so they reject you for the position.
- **White female:** The supervisor assumes you will not want the position because you are a mother, so you are not considered for the position.
- **Latina female:** You are offered the position! However, while you are traveling, people constantly mistake you for an assistant/secretary, and ask you when the representative for your company will be showing up.

Situation 3: You are in the break room at work warming up your leftover Mexican food for lunch. A male coworker comes up behind you and brushes against you to grab something from the fridge.

- **White male:** He gets what he needs, says "What's up man!" and walks off.
- **Latina female:** He says "Is that food as spicy as you are, little lady?" and then winks and walks away.
- **White female:** He says "'scuse me baby/honey/sweetie/darlin', you're looking fiiiiine today."

Situation 4: You are the lead coordinator on a company project, and you know the project backwards and forwards. One male employee has an issue that involves the project, and comes to you to ask a question about it.

- **White male:** You answer the question, the employee responds "Perfect, thanks for the help" and then leaves.

- **Muslim female:** You answer the question, but the employee assumes you don't know what you are talking about and insists on calling your supervisor to confirm that what you said was correct.
- **Transgender African-American female:** You answer the question, but the employee doesn't like the answer and gets angry and walks off, mumbling and using masculine pronouns to describe you. You are afraid to report the incident because you can't afford to lose your job.

Situation 5: You have been accepted for an entry-level position at a company, and they offer you your starting salary.

- **White male:** You feel very confident that you deserve a higher salary, and request for your starting salary to be higher. The supervisor grants your request.
- **Transgender African-American female:** You know that you deserve a higher salary than the one offered, but you just feel lucky that someone would want to hire you, so you say nothing.
- **White female:** You are confident that you deserve a higher salary, and request for your starting salary to be higher. The supervisor denies your request, knowing that you won't push back and will accept the lower salary.

Situation 6: You are on a team with 4 men assigned a company project. There are different roles necessary for the project to succeed.

- **White male:** You take the lead and assign yourself one of the most important tasks for the project.
- **Muslim female:** Your male coworkers assume you would rather do the secretarial work for the project, and assign you the task without asking you.
- **White female:** Your coworkers don't assign you anything for the project, instead making comments such as "Shouldn't you be at home with your kids or something?"

Situation 7: You are organizing an event for your company, and you assign each team member to do something in order to prepare for the event.

- **White male:** Everyone does what you ask without second guessing it, and jokes around with you.
- **White female:** Some team members do not do their part, and you have to ask them multiple times to complete their assignment. In order to convince them to do their work, you have to reprimand them; they call you a "bitch" and mumble under their breath about talking to your supervisor.
- **Muslim female:** Nobody listens to your instructions, and they plan meetings specifically when they know you will go to complete your daily prayers. Eventually your supervisor removes you from the project because the work isn't

being completed by the team members; he blames it on “bad leadership” on your part.

Situation 8: You are accompanying your coworkers to a conference related to the company.

- **Transgender African-American female:** Your male coworkers make comments about how you would represent the company better if you dressed more “feminine.”
- **Latina female:** During a workshop, the facilitator perpetuates a negative stereotype about Latina women. You raise your hand to dispel the myth, and your coworkers label you as “difficult” and “sensitive” because you didn’t ignore the comment made by the facilitator.
- **White female:** You leave a workshop to take a call from your babysitter about one of your children. A male coworker turns to another and says, “This is why she shouldn’t have come.”

Reflection questions:

1. What identities or characteristics played a role in how each scenario played out, besides gender?
2. Why is this intersectionality important to discuss when talking about gender discrimination?
3. How could these instances of individual gender discrimination contribute to the wage gap as a whole?

Part 5) Hunt for Solutions

Suggested time: 15 minutes

For this section of the training, students will search for solutions to the wage gap in the US. You can set up this section as an indoor or outdoor scavenger hunt, an egg hunt, or any other interactive activity. If you are short on time, you can simply give them the list provided to discuss as a group; however, if you have time, you can hide these solutions on slips of paper throughout the room and have participants try to see who can find the most.

- Strengthen our equal pay laws so that women are better able to fight back against pay discrimination.
- Build ladders to better paying jobs for women by removing barriers to entry into male-dominated fields.
- Increase the availability of high-quality, affordable child care.

- Help prevent and remedy caregiver and pregnancy discrimination against women workers.
- Provide fair work schedules, paid family leave, and paid sick days so that workers with caregiving responsibilities are not unfairly disadvantaged.
- Ensure women's access to the affordable reproductive health care they need.
- Protect workers' ability to collectively bargain.
- Encourage women to develop negotiation skills.
- Pass additional wage equality legislation.
- Speak out against the wage gap.
- Encourage all genders to help women succeed in the work place.

Part 6) Conclusion Discussion

Suggested time: 5 minutes

Use the closing time to make any final comments about gender inequality and the wage gap that haven't yet been discussed during the training. Allow participants to ask any questions that they may still have, of the facilitator and of each other. If you are interested, have them fill out the post-survey provided below.

Credits:

- Updated in 2017 by Baneen Al-Akashi, Bonner at Allegheny College and Hunter Malone, Bonner at Berea College
- Brown, Anna, and Eileen Patten. "The narrowing, but persistent, gender gap in pay." *Pew Research Center*. N.p., 03 Apr. 2017. Web. 26 July 2017.
- Corley, Kaitlin Holmes and Danielle. "The Top 10 Facts About the Gender Wage Gap." *Center for American Progress*. Kaitlin Holmes and Danielle Corley Posted, 2017. Web. 26 July 2017.
- "Global Gender Gap Report 2010." *Global Gender Gap Report 2010*. World Economic Forum, 2016. Web. 26 July 2017.
- Livingston, Gretchen. "Among 41 nations, U.S. is the outlier when it comes to paid parental leave." *Pew Research Center*. N.p., 26 Sept. 2016. Web. 26 July 2017.
- "Salary Stats: Women vs. Men." *The Washington Post*. WP Company, 07 Nov. 2008. Web. 26 July 2017.
- "The Simple Truth about the Gender Pay Gap (Spring 2017)." *AAUW: Empowering Women Since 1881*. AAUW, 2017. Web. 26 July 2017.

Followed by Handouts:

Make "I" Statements

Phrases like "I think" or "I feel" or "in my experience" can prevent another person from feeling attacked by your comments.

Be aware of non-verbal expressions

Our body speaks volumes. Give some thought to how what you are "saying" affects others.

"Seek first to understand, then to be understood"

In other words, be open and listen generously-put aside thoughts of what you want to say next.

"Tell me more..."

Ask clarifying questions. Probe gently to understand a viewpoint different from your own. Find out how people arrive at their opinions, not just what their opinions are.

Silence is O.K.

There are lots of ways to participate. Actively listening or listening closely can be one form of participation.

Respect Different Opinions

Be open to conflicting viewpoints and do your best to make this a safe space for each other.

What is Said in Groups, Stays in Groups

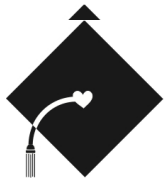
Psychological safety comes from knowing that our comments won't be repeated elsewhere or attributed in another context. In other words, take the learning and leave the names.

Encourage participation

Please allow everyone to speak. Try not to monopolize the conversation.

Say "Ouch"

If you feel that a comment might be hurtful; be prepared to gently explain how you understand a comment to be painful.



Gender Inequality and the Wage Gap: Survey

- Safe Space Norms for Dialogue (page 12)
- Gender Inequality and the Wage Gap Survey (page 13)

Pre-Survey Questions

What is your class year? Circle one.

Freshman

Sophomore

Junior

Senior

On a scale from 1 to 5, rate your answers to the following questions:

I feel as though I understand the gender wage gap and the statistics surrounding it.

1

2

3

4

5

I do not understand at all

I thoroughly understand it

I feel as though I understand how I can personally and professionally contribute to helping close the gender wage gap.

1

2

3

4

5

I do not understand at all

I thoroughly understand it

Post-Survey Questions

On a scale from 1 to 5, rate your answers to the following questions:

I feel as though I understand the gender wage gap and the statistics surrounding it.

1

2

3

4

5

I do not understand at all

I thoroughly understand it

I feel as though I understand how I can personally and professionally contribute to helping close the gender wage gap.

1

2

3

4

5

I do not understand at all

I thoroughly understand it

What was your favorite part of the training? _____

What would you change about the training? _____