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GHS 207 Resistance & Rights: Global Women

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Megan Day, Brenna Arakelian, Emily King, Natalie Virgil

Megan Day

Brenna Arakelian

Emily King

Natalie Virgil

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GLASS CEILINGS WERE MADE TO BE BROKEN



Meagher, Stan. *An Equal Pay for Women Demonstration in Trafalgar Square, London, 1969*. Insider. March 4, 2021. Retrieved from Getty Images. Used under fair use.

WORK IT WOMEN!

*By: Brenna
Arakelian,
Megan Day,
Emily King, and
Natalie Virgil*

Why Should We Learn About Women in the Workplace?

A word from the authors...

As four college aged students, we have grown up through a major societal shift in the United States. Taking inspiration from the fearless women of our past, our generation has embarked on a journey to add our own chapter to their story and we think it's important to understand why.

All forms of gender inequality are rooted in a long history of discrimination. Although there have been a number of positive changes throughout the years, women still face disadvantages in numerous aspects of their lives. We decided to focus our attention on one of the many places we currently see this occurring, the workplace.

It is an unfortunate reality that the foundation of working in the United States was built without women in mind. However, the only way we can change this is by bringing awareness to current issues and educating individuals on how society can improve. We hope our project opens your eyes and inspires you to fight for a future where hard-working women are recognized and supported.

-Brenna, Megan, Emily, and Natalie

History of Women in the Workforce

18th & 19th Centuries

- *Women provided for the family by cooking, cleaning, gardening, sewing, and taking care of their children or husband's needs.*

1920s -1930s

- *Women worked in occupations and industries such as bookkeeping, canning, cotton mills, laundries, department stores, office clerks, tobacco stemmeries and stenography.*
- *The **Women's Bureau and Fair Labor Standards Act** promoted the welfare of women and helped improve their working conditions.*

1960s

- *The **Equal Pay Act** was passed to prohibit wage discrimination based on sex.*
- *The Department of Labor became the first federal agency to have on-site childcare.*

1990s-2000

- *The **Women in Apprenticeship & Nontraditional Occupations Act** equipped women with the skill needed to be in nontraditional occupations.*
- *The **Family and Medical Leave Act** helped balance the demands of family with the workplace.*

Early 1900s

- *The majority of women in the workforce were poor, uneducated single women working as employees in people's homes or as piece workers in manufacturing (making apparel and materials for WWI).*

1940s -1950s

- *Reliable employment opened up as men went off to war.*
- *Women were employed in war industries in preparation for WWII.*
- *35% of women participated in the workforce and were employed in industries including mathematics, science, legal and health services.*

1970s -1980s

- *The **Comprehensive Employment and Training Act**, eventually replaced by the **Job Training Partnership Act**, taught women skills needed for the workforce*
- *More mothers began to work as employer-sponsored day care and paid family leave increased.*

2000s - Now

- *Work programs were created to support those with disabilities, the LGBTQ+ community, and older workers.*
- *Despite being more present, women are still oppressed.*

Famous Figures

Have you ever wished you could have the freedom to pick what you want to learn? Thanks to Maria, you can in the Montessori school system



Maria Montessori

"Maria Montessori portrait"
Photo retrieved from Biola University... Used under fair use.

Maria Montessori was an Italian physician, educator, and innovator who developed the Montessori method of education, which is widely used in schools worldwide today. She believed that children have an innate ability to learn and develop and that the role of education should be to support and guide their natural curiosity and creativity. Montessori's method emphasizes hands-on learning, self-directed activity, and collaborative play, and it has been praised for its effectiveness in helping children develop a love of learning and a strong sense of independence and

autonomy. Montessori's ideas continue to influence education today, and she is widely regarded as one of the most important educational thinkers of the 20th century.

If you have learned about DNA then you know about Watson and Crick. However, a name was forgotten in the credits of the history books. The name of a woman.



Rosalind Franklin

Glynn, Jenifer. *Rosalind Franklin Mountain Climbing, in Norway*, ca. 1940s.
Photograph Retrieved from The National Library of Medicine. Used under fair use.

Rosalind Franklin was born in 1920 in London. She attended St. Paul's School for Girls in her youth, that much different than its time, prepared women for further education. It was here that Rosalind discovered her passion for science and mathematics. She attended Cambridge University during World War II, where she received her degree in physical chemistry. Rosalind found work in research labs where she used x-ray diffraction to look at biomolecules. With this mechanism Rosalind was able to get pictures of DNA. These unpublished pictures were used by Watson and Crick to determine the structure of DNA; however, DNA was first captured by a woman in STEM.

Have you ever wondered about your parents' role in your social-emotional development? Work done by psychologist, Mary Ainsworth, can further explain this phenomenon!



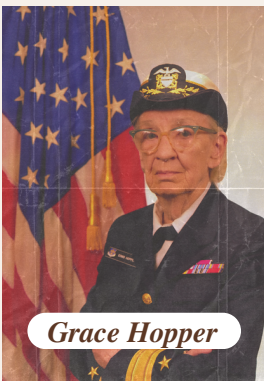
Mary Ainsworth

Hamilton, William C. *Mary Ainsworth at Approximately 50 Years Old*. Retrieved from John Hopkins University Sheridan Libraries. Used under fair use.

Mary Ainsworth was an American Canadian developmental psychologist best known for her research on infant attachment styles. Building upon the work of earlier psychologists, she formed the Attachment Theory, describing how an infant's emotional bond with their primary caregiver serves as the foundation of their development. She observed three main attachment styles through her research; secure, avoidant, and ambivalent, and used these to emphasize the importance of attachment quality in shaping children's emotional regulation, social competence, and academic achievement. Despite her extremely important contributions to the field of psychology, Mary faced

gender. She was denied tenure as a student at the University of Toronto and later struggled to secure academic positions in the United States.

How does my computer know what I want it to do? Grace Hopper's accomplishments in innovation are the answer!



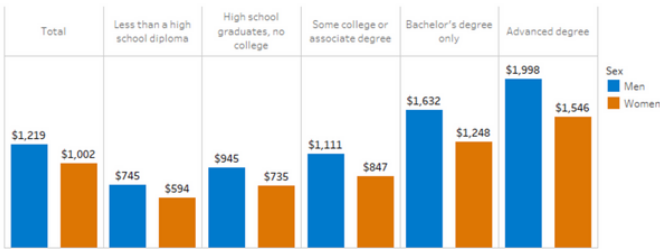
Grace Hopper

U.S. Navy. *Commodore Grace M. Hopper*, 2017. Retrieved from Military.com. Used under fair use

Grace Hopper, born in 1906, was one of the country's most successful computer programmers in the mid-1900's. While all other computer programmers were certain that computers could only understand and create arithmetic, Hopper knew more could be done. In 1952, she invented the first compiler, which teaches computers to compile the information given to it, and the ability for them to interpret it. This lead her to co-invent the first computer language, COBOL, which was heavily used in business and the government in the following years. Hopper's accomplishments in Navy programming led her to be presidentially appointed to Rear Admiral, and even receiving the nickname of "Amazing Grace."

All About the Wage Gap

Median weekly earnings by sex and educational attainment



Notes: Based on median weekly earnings of full-time, wage and salary workers, 25 years and older. Advanced degree includes people with master's, professional, and doctoral degrees.
Data: U.S. Bureau of Labor Statistics, Current Population Survey, 2022 annual averages.

Chun-Hoon, *Wendy. Median Weekly Earnings by Sex and Educational Attainment*, n.d.
Retrieved from U.S. Department of Labor. Used under fair use.

**Despite the fact that, on average, women complete more years of education than men, there are still significant wage gaps at every level of education*

- On average, women who work full-time, year-round, are paid 83.7% of what men are paid.
- Inequity is even greater for people of color and individuals with disabilities
- Data predicts that women will finally achieve equal pay to their male counterparts in 2059

Main Causes



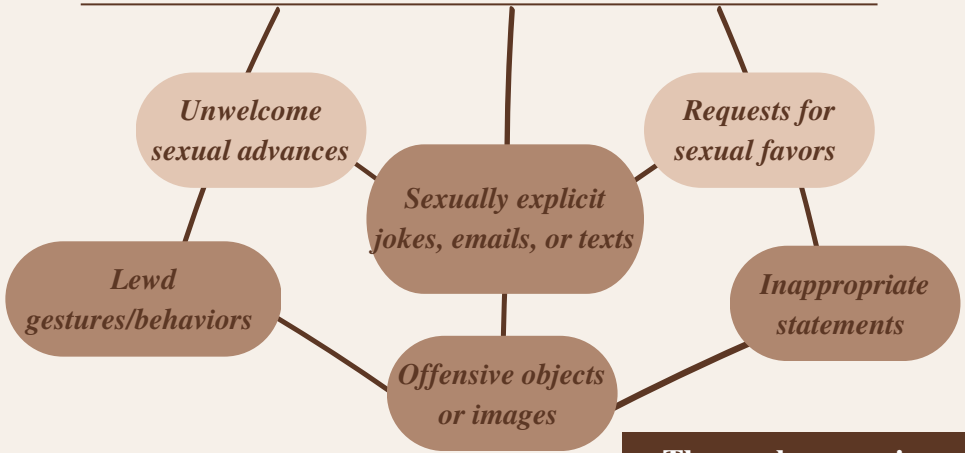
Women are more likely than men to work in low paying jobs that offer fewer benefits

The types of jobs women and men hold and the earnings differences among these occupations

Women often work less hours to make time to support their families

Age: the wage gap for older workers is larger than younger ones

Sexual Harassment



Although the U.S. Equal Employment Opportunity Commission states it is unlawful to harass a person because of that person's sex...

38%

of all women have reported experiencing sexual harassment at work

1 in 7

women have sought a new job assignment, job, or quit because of sexual harassment

70%

of employees never report internally in fear of losing their job or facing judgement

Those who experience sexual harassment are more likely to report...

- Psychological symptoms
 - Depression, anxiety, PTSD
- Physical problems
 - headaches, trouble sleeping, gastric problems, weight loss/gain



Morris, Sarah. A Woman Holds a Homemade #MeToo Movement Poster, n.d. Retrieved from Getty Images. Used under fair use.

Workin' Moms

Where are the Stay at Home Dads?

Care for children is not cheap, especially when your child is under the age of 5. Working is pointless if most of the money you make is being transferred right back to a daycare, with the average family spending “7 percent of [their] household income” on childcare (Gitlin). Not only is affordability an issue but due to the COVID-19 Pandemic, availability also became a challenge. 45% of mothers with children in this age range stopped working while only 17% of fathers quit their jobs. With the lack of affordability and availability of childcare these numbers will only continue to increase and exclude mothers from participating in the economy and the workforce.



Daniel Reche. *Pregnant Woman*. Retrieved from Canva Photos. Used under fair use.



Vignjevic, Dobrila. *Mother on the Phone with a Child in Her Lap*. Pandemic Pushes Mothers of Young Children out of the Labor Force. Federal Reserve Bank of Minneapolis, February 2, 2021. Retrieved from Getty Images. Used under fair use.

To Pay or not to Pay...

A woman with a newborn faces many challenges. She should be focusing on healing and her new baby but instead some women are worrying about their position being filled or a loss of income should not be

one of those worries. Some women have to focus on finding new jobs, and the women who are allowed maternity leave are less likely to get promotions when they return. So what can companies do to support new mothers? They can first start by giving a minimum of 12 weeks of paid maternity leave. This allows mothers to bond with their babies without any financial worries. Companies can also promote programs similar to the “Keep in-touch” program which allows mothers on maternity leave to be partnered with a coworker to keep them informed. This allows not only a more seamless transition back into work for women but also gives them the opportunity to stay up to date with projects that may be occurring during their leave.

Time Off For Women

Some reasons women request off from work are:

- *Illness*
- *Related to a new child (maternity leave)*
- *Need to care for someone else*

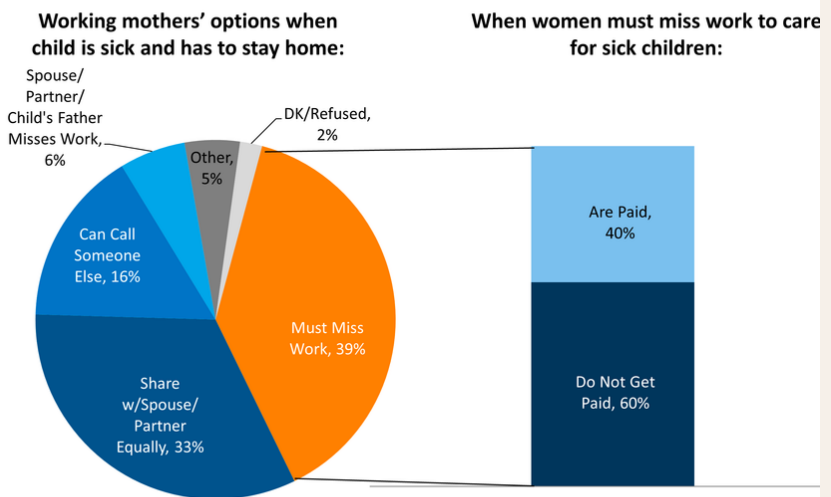
According to data from the 2018 Family and Medical Leave Act (FMLA), more women need leave than men

24% vs 17%

Yet more women than men have unmet needs for leave

Traditionally, women (moms) are called first before dads if their child is sick at school

Many working mothers do not get paid when they take time off to care for sick children



Many working mothers do not get paid when they take time off to care for sick children, 2013. Kaiser Women's Health Survey. Retrieved from Kaiser Family Foundation. Used under fair use.

Ladies as Leaders

Improving Statistics

(Hinchliffe, 2023)

2005

.2% of Fortune 500 companies have a female CEO

29% of MBA students are women

2016

37% of MBA students are women

2018

5% of Fortune 500 companies have a female CEO

2023

10% of Fortune 500 companies have a female CEO

How can I be a Leader?

1. **Find your "why":** How can you persevere through societal barriers if you do not have a reason to want to lead?
2. **Recognize your fears and doubts but continue to take risks:** Playing it safe will not get you noticed the way taking risks and succeeding will.
3. **Exercise emotional intelligence:** It is important to have people working with you and under you that feel comfortable laughing, crying, and celebrate with their higher-ups
4. **Know your worth:** Do not focus on the fact that you may have to work twice as hard to get the same recognition as a man. Rather than letting these assumptions slow you down, let them motivate you to change them.

Cynthia Marshall

After leaving Alabama to escape Jim Crow South, the Marshall Family began their lives in California. Despite the lack of female leaders, let alone black female leaders, in Cynthia's life, she began her life of leadership when she became her high school's first black female to be Student Body President. Later in life, she experienced unimaginable barriers, such as cancer, losing her child, and domestic abuse (Morgan, 2022). This did not stop Cynthia. In 2018, Cynthia Marshall became the CEO of the Dallas Mavericks, which made her the NBA's first black female CEO.



Frey. "Cynthia Marshall – Profile - the Woman Is Now!!!", November 11, 2022. Retrieved from Woment.

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