The First Woman Man:

Gender labels and workplace expectations

The real and imagined responsibilities of being female in the workplace

Ann Kovalchick,
Associate Vice Chancellor
& Chief Information Officer, University of California Merced

Wednesday, November 20, 2019
10:00 - 11:00 a.m.
The first all-female spacewalk in history finally (FINALLY!) is happening
80% - 85% women’s-to-men’s earning ratio

https://www.bls.gov/home.htm

217

Years to close
The gender pay gap

On @Forbes’s list of America’s 100 “Most Innovative Leaders,” there are twice as many men named Stanley as there are women of any name. And there are only two Stanleys.

Women hold a mere 34% of managerial positions worldwide, and fewer than 10% of countries have women as heads of state.

— HBR on World Economic Forum Global Gender Gap, 2018


165

Years to achieve gender equality

https://www.weforum.org/reports/the-global-gender-gap-report-2018
“...just a scaled-down version of a male dummy that represents only the smallest 5 percent of women by the standards of the mid-1970s—so small that it can work double-duty as a 12- or 13-year-old child,”

What have you experienced or witnessed in your tech career?
potential vs past performance

Theresa May right now is every woman who’s ever said an idea in a meeting & had everyone ignore her only for a man to say the same idea two minutes later & have everyone congratulate the 🗞️ out of him

5:39 AM · Oct 17, 2019 · Twitter for iPhone

12.9K Retweets  65.6K Likes
‘Impostor syndrome’ is a pseudo-medical name for a class problem

Nathalie Olah

Let’s stop using this shifty term. It just encourages people to blame themselves for deep structural unfairness.

The term “impostor syndrome” has enjoyed a lot of airtime in recent years, yet it’s always troubled me. One person who I’m sure has never suffered from it is Boris Johnson. Between fortifying racists and humiliating our country on a daily basis, I’ll admit that there aren’t many positives to be taken from his shambolic premiership. But one thing it has done is finally shatter any illusion that many of today’s politicians—and by extension business leaders, media executives and even...
Opinionated
Aggressive
Ice Queen
Ball Buster

Photo by Bee Felten-Leidel on Unsplash
Queen Bee
Catty
Bitchy
vs
Motherly

Photo by v2osk on Unsplash
The ‘femme fatale effect’

https://news.wsu.edu/2019/03/25/attractive-businesswomen-viewed-less-trustworthy-femmes-fatales/
“Women’s brains absorb information like pancakes soak up syrup so it’s hard for them to focus, the attendees were told. Men’s brains are more like waffles. They’re better able to focus because the information collects in each little waffle square.”
Women volunteer for ‘non-promotable’ tasks more than men

A Harvard Business Review study published last year referred to these tasks as ‘office housework.” It found that women volunteer for these tasks at much higher rates than men for such jobs as planning holiday parties, taking notes at meetings, ordering office supplies, and service on low-level committees.
“The pipeline is not the problem; the meritocracy is the problem. The idea that we’ll just stuff people into the pipeline assumes a meritocracy that does not exist.”

-Marie Hicks in CODERS: The Making of a New Tribe and the Remaking of the World by Clive Thompson
Teenage Girls Are Leading The Climate Movement — And Getting Attacked For It

A new movement of teenage climate activists — most of whom are girls — are getting dragged, doxed, hacked, and harassed online.

Zahra Hirji
BuzzFeed News Reporter

Posted on September 25, 2019, at 3:02 p.m. ET

Replies

EXCLUSIVE: Self-declared socialist AOC splurges on high-dollar hairdo washingtontimes.com/news/2019/oct/
The Great Reckoning

dana boyd | Partner Researcher, Microsoft

WHAT MEN CAN DO

Recognize the structural barriers

Use their positions of power and privilege to drive change

Adopt an inquisitive & evidence-based approach
What we can do

Embrace your onlyness
Seek & accept direct and specific feedback
Track your success
Say no to office house-work

Find a cohort
- Women in Technology
- AnitaB.org
- Women Also Know Stuff
- Women Also Know History
- Guild Academy

Photo by Todd Diemer on Unsplash
WHAT WE CAN BOTH DO

Position for success that will lead to higher level achievement

Build networks and invite participation

Focus on excellence, not perfection

Hold each other accountable

• Gender Avenger
• Look Who's Talking

Photo by Bryce Evans on Unsplash
E'Chappe Dance Arts in Philadelphia gives dads a chance to dance too.

READ MORE: https://gma.abc/2Ogrm40

https://www.instagram.com/p/B4vArUBJgZ0/?utm_source=ig_embed
Give feedback: look for the survey link in Zoom chat and on the UCTech Slack channel, #women_in_tech

https://www.ucop.edu/uc-women-in-technology/index.html

UC Tech
uctech.slack.com
#women_in_tech

Thursday, December 05 | 1:00p.m. - 2:00p.m. ET | Online

EDUCAUSE Live! Webinar
CIO Women in IT: A Closer Look into Leadership and Growth

Breaking into the C-suite can be difficult—staying there can be even harder. Hear from several CIOs who have taken different paths to the top. The presenters will share their unique wisdom on leadership tactics and professional growth.

Outcomes

- Learn about several unique leadership and professional journeys in higher education
- Get recommendations for creating and maintaining a positive mentorship experience
- Gain insight into diversity and its benefits

Speakers

Yvette Brown
VP for Enrollment and Digital Strategies & Chief Information Officer (CIO), Barry University

Mairéad Martin
Chief Information Officer, EDUCAUSE

Rachel Moorehead
Executive Director of Infrastructure & Operations, University of Alabama at Birmingham

Helen Norris
Vice President & Chief Information Officer, Chapman University


