

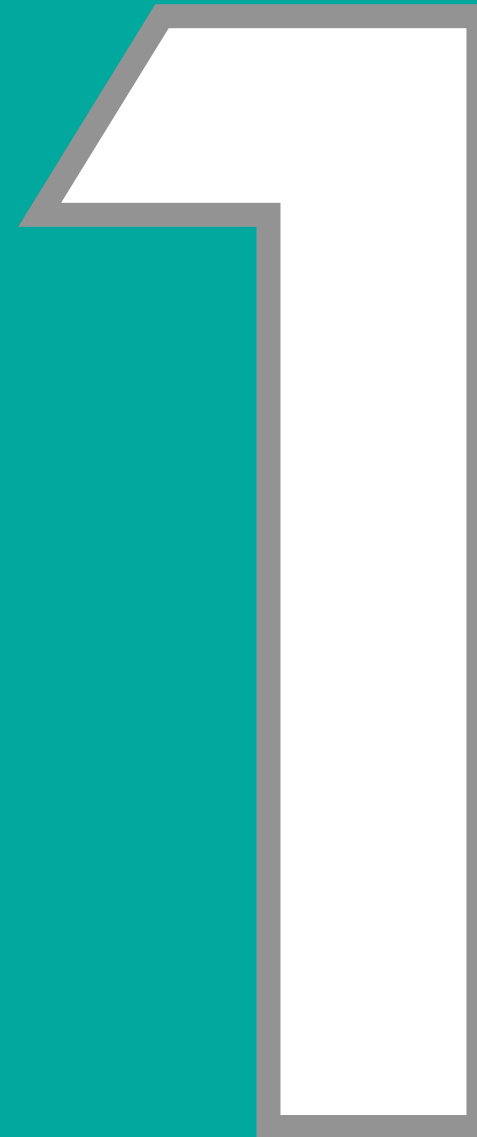
The First Woman Man:

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

✓ NASA Female Spacewalk • Mashable / by Shannon Connellan / 1h

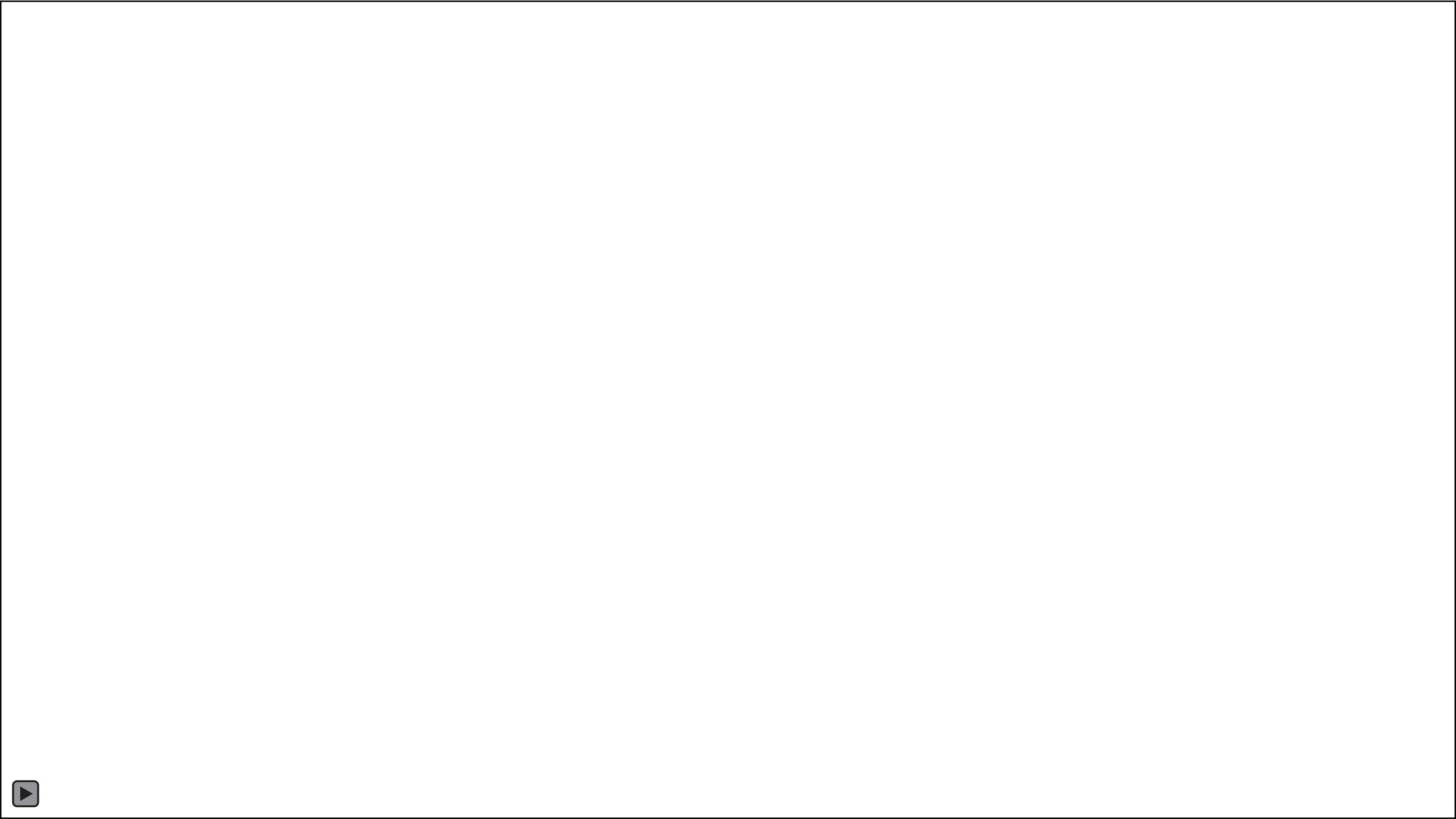


electability

Twyla Tharp

PBS News Hour, 29 October 2019 | for closed captioning, visit

<https://www.pbs.org/newshour/show/why-twyla-tharp-wants-us-to-shut-up-and-do-what-we-love> (05:11 - 05:46)



80% - 85%

women's-to-men's earning ratio

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

217

Years to close
The gender pay gap



Anand Giridharadas ✓
@AnandWrites

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.

AMERICA'S
MOST INNOVATIVE LEADERS



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 [https://hbr.org/2019/09/the-](https://hbr.org/2019/09/the-gender-gap-in-6-charts)

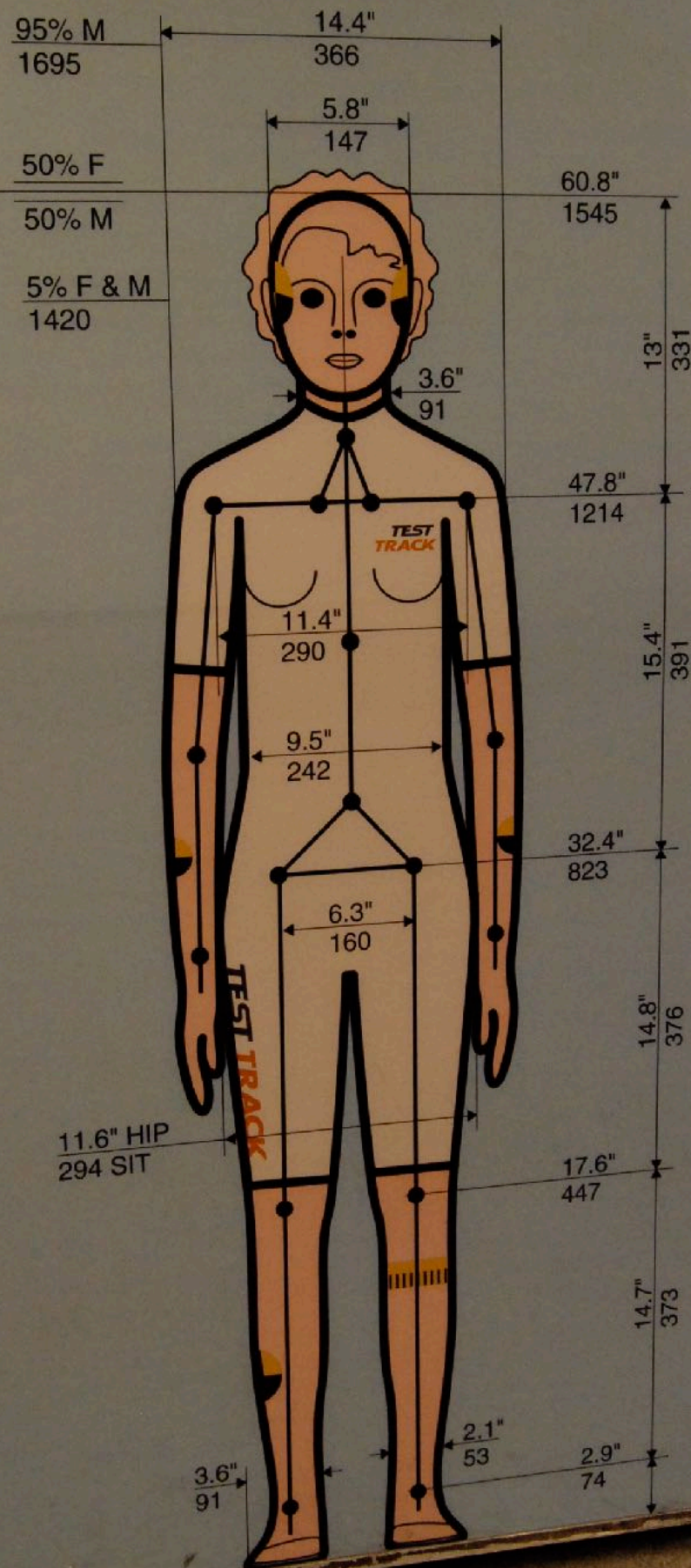
[gender-gap-in-6-charts](https://hbr.org/2019/09/the-gender-gap-in-6-charts)

165

Years to achieve
gender equality

[https://www.weforum.org/reports/the-](https://www.weforum.org/reports/the-global-gender-gap-report-2018)

[global-gender-gap-report-2018](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, "

<https://www.consumerreports.org/car-safety/crash-test-bias-how-male-focused-testing-puts-female-drivers-at-risk/>

Women and Minorities in Technology

Thursday, October 17 | 8:30a.m. - 9:15a.m. CT | W185d, Level 1

Session Type: Breakout Session

Delivery Format: Interactive Presentation

Speakers



Sara Laird

Chief Technology Officer, Mount
St Mary's University



Sarah Meadows

IT Project Manager, University
of Delaware



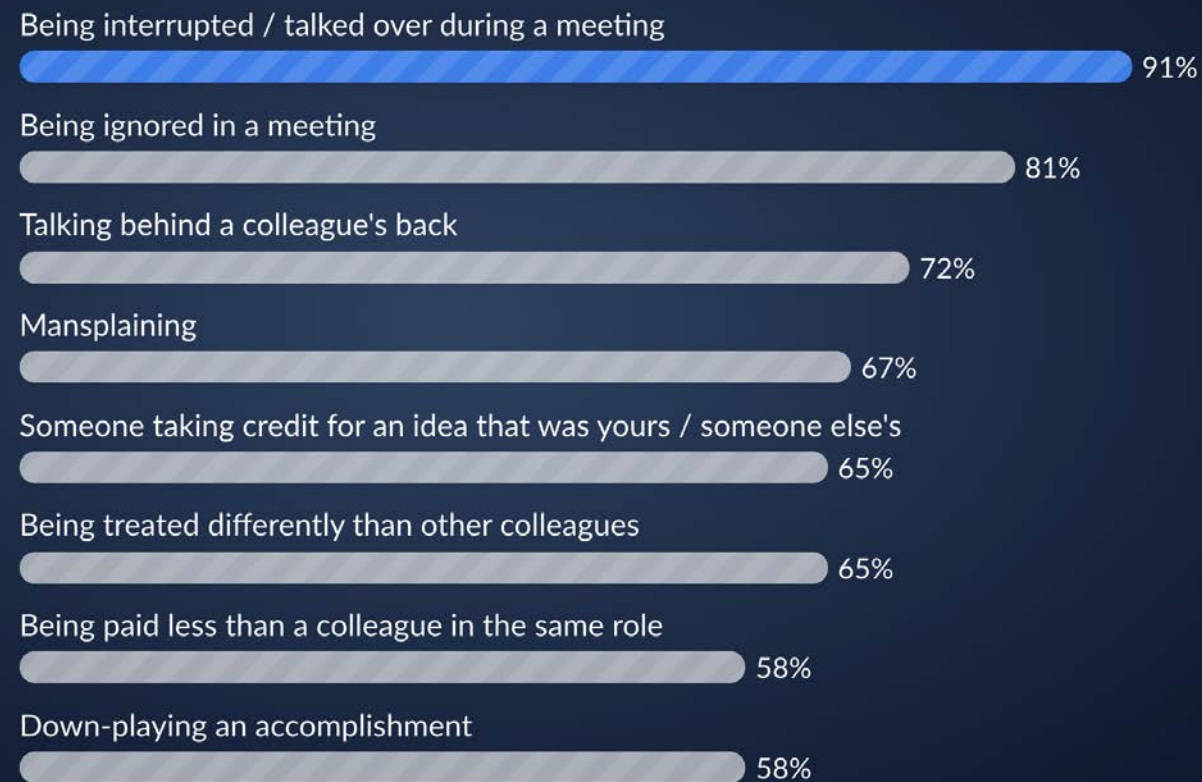
Sowmya Shankar

Java Applications Programmer,
University of Delaware



Jamie Summerfield

Educational Technology
Consultant, University of
Delaware

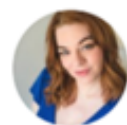


<https://events.educause.edu/annual-conference/2019/agenda/women-and-minorities-in-technology-the-good-the-bad-the-ugly>

What have
you
experienced
or witnessed
in your tech
career?

potential vs

past
performance



Sara Gibbs
@Sara_Rose_G

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 [redacted] out of him

5:39 AM · Oct 17, 2019 · [Twitter for iPhone](#)

12.9K Retweets **65.6K** Likes

Icons made by mynamepong from <https://www.flaticon.com>

'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



▲ Two thirds of Boris Johnson's cabinet were privately educated. Photograph: Aaron Chown/PA

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

Impostor syndrome



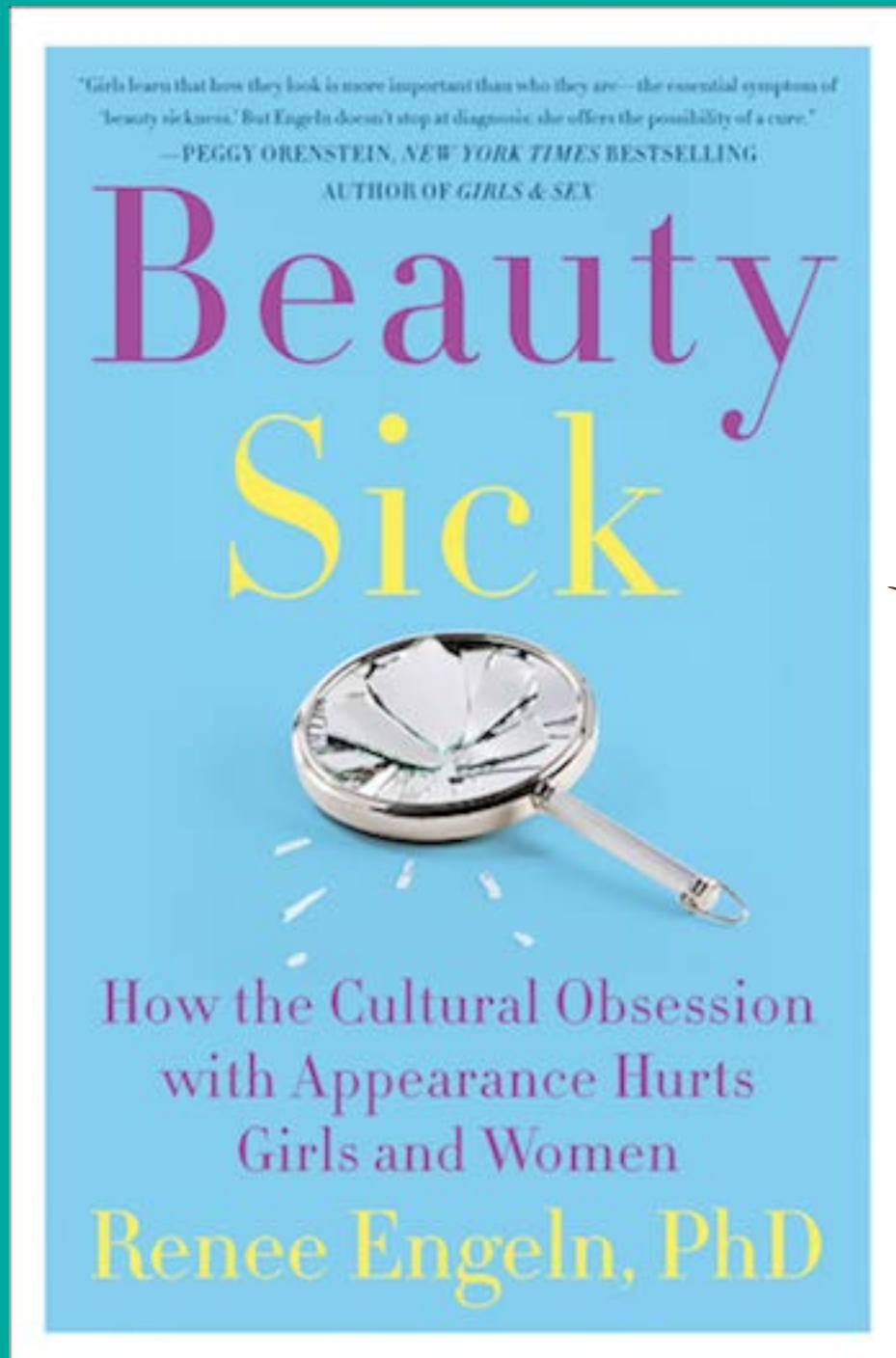
lean in


A photograph of a pair of black ice skates with blue socks, resting on a blue wooden bench. A small, light-colored sign with the words "FLYING LESSONS" and a silhouette of a person is placed between the skates. The background is a blurred blue structure.

Opinionated Aggressive Ice Queen Ball Buster

A close-up photograph of a queen bee's face, showing its large, dark, textured eyes and the yellow and black patterned segments of its head. The bee is covered in fine hairs. The background is a solid blue color.

Queen Bee Catty Bitchy vs Motherly



 **Melissa Woo** @mzyw · 21h

"We raise our girls to be perfect. We raise our boys to be brave." #edu19

09:08 · 10/17/19 · Twitter for iPhone



The 'femme fatale effect'

<https://news.wsu.edu/2019/03/25/attractive-businesswomen-viewed-less-trustworthy-femmes-fatales/>

https://www.huffpost.com/entry/women-ernst-young-how-to-dress-act-around-men_n_5da721eee4b002e33e78606a

Masculine/Feminine Score Sheet

Name: [REDACTED]

Score: Low = 1, Medium = 3, High = 5

Feminine	Score at Work	Score Not at Work	Masculine	Score At Work	Score Not at Work
Affectionate	1	1	Acts as a Leader	1	1
Cheerful	1	1	Aggressive	1	1
Childlike	1	1	Ambitious	1	1
Compassionate	1	1	Analytical	1	1
Does Not Use Harsh Language	1	1	Assertive	1	1
Eager to Soothe Hurt Feelings	1	1	Athletic	1	1
Femininity	1	1	Competitive	1	1
Flatterable	1	1	Defends One's Beliefs	1	1
Gentle	1	1	Dominant	1	1
Gullible	1	1	Forceful	1	1
Loves Children	1	1	Has Leadership Abilities	1	1
Loyal	1	1	Independent	1	1
Sensitive to the Needs of Others	1	1	Individualistic	1	1
Shy	1	1	Makes Decisions Easily	1	1
Soft-Spoken	1	1	Masculinity	1	1
Sympathetic	1	1	Self-Reliant	1	1
Tender	1	1	Self-Sufficient	1	1
Understanding	1	1	Strong Personality	1	1
Warm	1	1	Willing to Take a Stand	1	1
Yielding	1	1	Willing to Take Risks	1	1
TOTAL	1	1	TOTAL	1	1

Source: Adapted by Marsha Clark & Associates from Sandra Bem

BUSINESS

Post-#MeToo, Ernst & Young Grapples With Diverging Views Of Its Culture

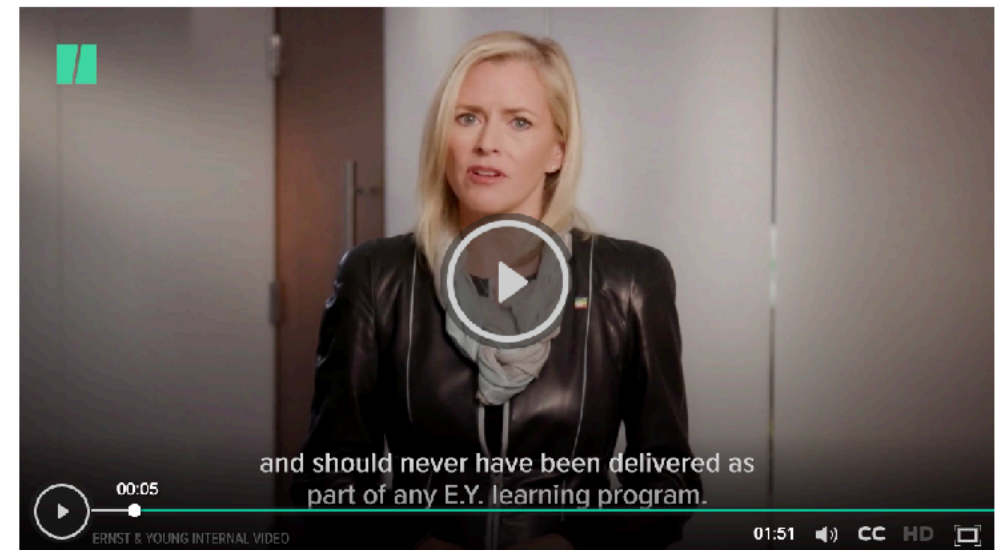
November 7, 2019 - 4:36 PM ET
Heard on All Things Considered

YUKI NOGUCHI

4-Minute Listen

+ PLAYLIST

<https://www.npr.org/2019/11/07/776766570/post-metoo-ernst-young-grapples-with-diverging-views-of-its-culture>



Kelly Grier, the U.S. chair and managing partner of Ernst & Young, acknowledged that a leadership training offered by the giant accounting firm contained offensive and inappropriate content in an email and video sent out to the company's alumni and obtained by HuffPost.

https://www.huffpost.com/entry/ernst-young-chair-responds-sexist-training_n_5db0aa5ee4b0131fa998c522

"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

<https://www.marketwatch.com/story/already-paid-less-than-men-women-are-still-asked-to-do-the-office-housework-2018-10-08>

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

PROGRAMMED INEQUALITY

How Britain Discarded Women
Technologists and Lost Its
Edge in Computing

MARIE HICKS

CODERS



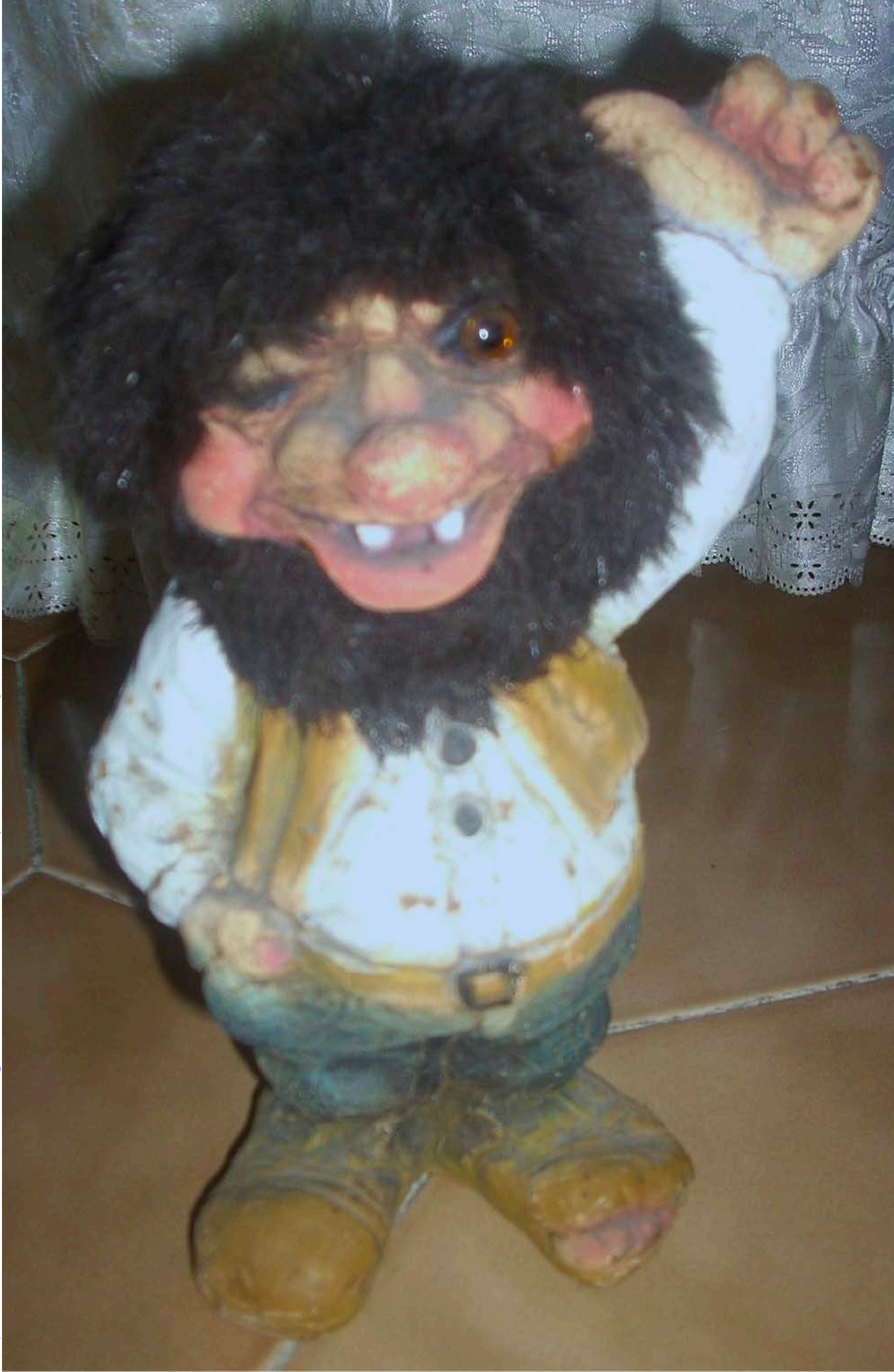
The Making of a New Tribe
and the Remaking of the World

CLIVE THOMPSON



"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



SCIENCE

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



The Washington Times ✓
@WashTimes

EXCLUSIVE: Self-declared socialist AOC splurges on high-dollar hairdo [washingtontimes.com/news/2019/oct/](https://www.washingtontimes.com/news/2019/oct/)



The Great Reckoning

dana boyd | Partner Researcher, Microsoft

TEXT: <https://www.zephoria.org/thoughts/archives/2019/09/15/facing-the-great-reckoning-head-on.html>

AUDIO: <https://www.eff.org/files/2019/09/13/danahboyd.mp3>

Helpful Labels



Body parts
& Behavior

Outcomes &
Achievements



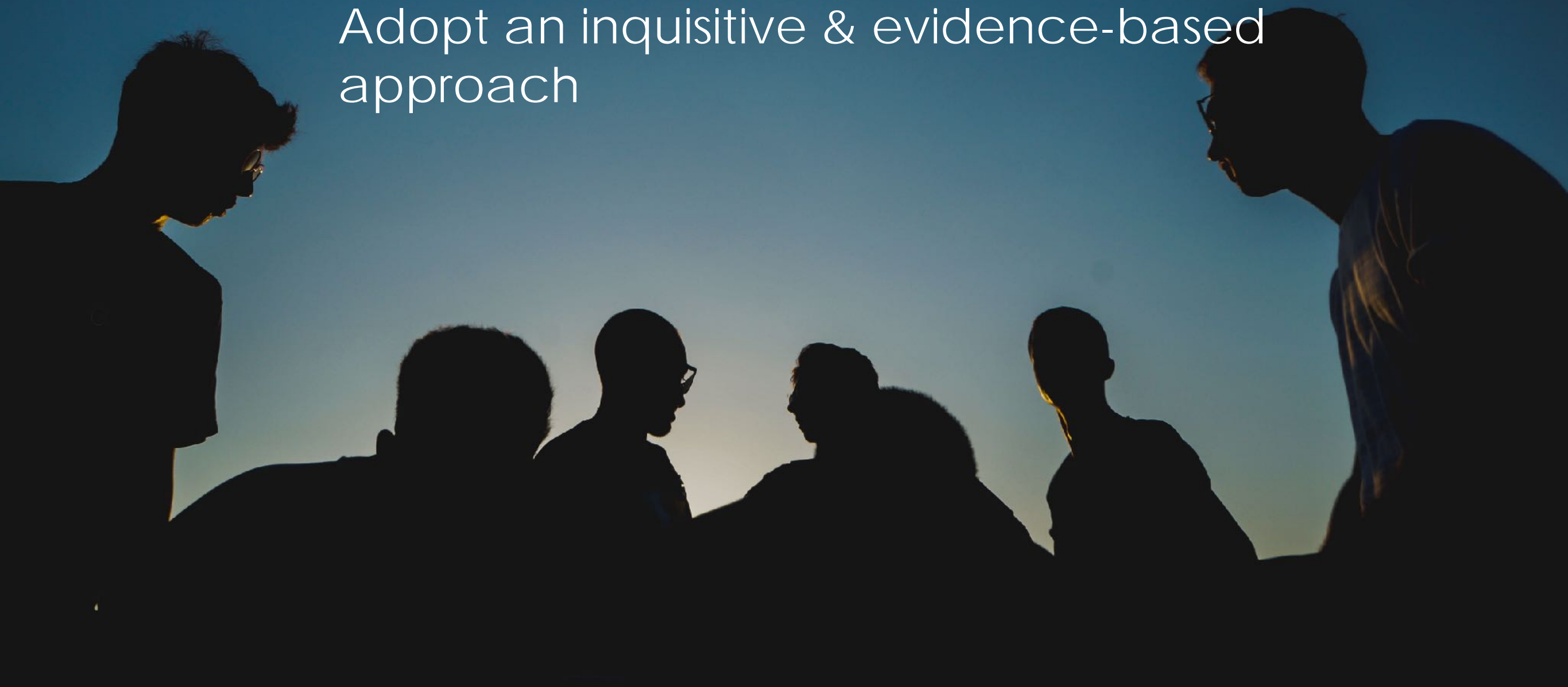
Harmful Labels

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](#)

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](#)

**FIRST
IS
BEST WHEN
SHARED**



https://www.instagram.com/p/B4vAruBJgZ0/?utm_source=ig_embed

E'Chappe Dance Arts in Philadelphia gives dads a chance to dance too.

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

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>

UNIVERSITY
OF
CALIFORNIA

Office
of the
President

Jobs People

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HOME ABOUT ORGANIZATION INITIATIVES

UCOP > COO > ITS > UC Women in Technology

UC Women in Technology

OVERVIEW

CHARTER

MEMBER ROSTER

EVENTS

CAMPUS WIT COMMITTEES

The University of California Women in Technology Committee (UC WIT) is a self-chartered, independent entity that promotes a supportive, inclusive environment to advance the professional goals and aspirations of UC women in technology.

To fulfill this mission, the committee pursues initiatives at the universitywide level, leveraging and supporting the work of location-based Women in Technology (WIT) committees and partnering with other leadership and systemwide committees.

The UC WIT is composed of volunteers from all UC locations, representing various departments and positions within the technology function.

Members are responsible for sharing information between the location-based and systemwide committees.

CONTACT US

For more information, please contact the [Communications Subcommittee Chair](#)

RELATED RESOURCES

- [Information Technology Leadership Council](#)
- [IT Community](#)

UC Tech

[#women_in_tech](https://uctech.slack.com)

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

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