



Gender

Educate & Motivate!

Social Justice Conversation Cards

K-STATE
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What is the Family Medical Leave Act?

The FMLA entitles eligible employees of covered employers to take unpaid, job-protected leave for specified family and medical reasons with continuation of group health insurance coverage under the same terms and conditions as if the employee had not taken leave. Eligible employees are entitled to:

- Twelve workweeks of leave in a 12-month period for:
 - the birth of a child and to care for the newborn child within one year of birth;
 - the placement with the employee of a child for adoption or foster care and to care for the newly placed child within one year of placement;
 - to care for the employee's spouse, child, or parent who has a serious health condition;
 - a serious health condition that makes the employee unable to perform the essential functions of his or her job;
 - any qualifying exigency arising out of the fact that the employee's spouse, son, daughter, or parent is a covered military member on "covered active duty;"

<https://www.dol.gov/wbd/fmla/>

What is Title IX?

The U.S. Department of Education's Office for Civil Rights (OCR) enforces, among other statutes, Title IX of the Education Amendments of 1972. Title IX protects people from discrimination based on sex in education programs or activities that receive Federal financial assistance. Title IX states that:

No person in the United States shall, on the basis of sex, be excluded from participation in, be denied the benefits of, or be subjected to discrimination under any education program or activity receiving Federal financial assistance.

https://www2.ed.gov/about/offices/list/ocr/docs/tix_dis.html

When did women obtain the right to vote in the United States of America?

On Election Day in 1920, millions of American women exercised their right to vote for the first time. It took activists and reformers nearly 100 years to win that right. But on August 26, 1920, the 19th Amendment to the Constitution was finally ratified, enfranchising all American women and declaring for the first time that they, like men, deserve all the rights and responsibilities of citizenship.

<http://www.history.com/topics/womens-history/the-fight-for-womens-suffrage>

Who founded Ms. Magazine?

Gloria Steinem founded Ms. Magazine in 1972, which was the first magazine to discuss women's issues as well as domestic abuse.

*<http://nymag.com/news/features/ms-magazine-2011-11/>
<http://msmagazine.com/blog/2014/08/11/42-times-ms-made-history/>*

In high-skilled jobs, women make \$.67 for every dollar men make.

In medium-skilled jobs, women make \$.80 for every dollar men make.

In low-skilled jobs, women make \$.74 for every dollar men make.

This phenomenon is known as:

The gender wage gap.

Hegewisch, Ariane and Heidi Hartmann. 2014. Occupational Segregation and the Gender Wage Gap: A Job Half Done. Institute for Women's Policy Research.

Which racial/ethnic group makes the least per year?

A. Men who are White, Euro-American

B. Women who are Asian American

C. Women who are African American

D. Men who are African American

E. Women who are Latino(a) American

E.

The Median Annual Earnings of Individuals Employed Full-Time in 2008 is as follows:

Men who are Asian: \$51,611

Men who are White: \$49,755

Women who are Asian: \$44,059

Men who are Black: \$38,365

Women who are White: \$37,177

Women who are Black: \$32,024

Men who are Hispanic: \$31,219

Women who are Hispanic: \$27,441

Hegewisch, Ariane and Heidi Hartmann. 2014. Occupational Segregation and the Gender Wage Gap: A Job Half Done. Institute for Women's Policy Research. <http://www.iwopr.org/initiatives/the-wage-gap-and-occupational-segregation> Accessed 121216.

Over their life course, women are expected to make _____ % of what men earn?

A. 56%

B. 38%

C. 77%

D. 85%

B. 38%

Women are predicted to make \$273,592 in their life compared to men's \$722,693.

Rose, Stephen J. and Heidi I. Hartmann. 2004. Still A Man's Labor Market: The Long-Term Earnings Gap. Washington, DC: Institute for Women's Policy Research.

In 2012, 98% of prekindergarten and kindergarten teachers were women; 90% of registered nurses were women; 2% of carpenters were women; 14% of civil engineers were women.

This phenomenon is known as _____?

- A. Preconception bias
- B. Gender bias
- C. Stereotypical assumption
- D. Occupational sex segregation

D. occupational sex segregation

Hegewisch, Ariane and Heidi Hartmann. 2014. Occupational Segregation and the Gender Wage Gap: A Job Half Done. Institute for Women's Policy Research. <http://www.iwpr.org/initiatives/the-wage-gap-and-occupational-segregation> Accessed 12/21/16.

When women and men work in the same occupation, women often work in the jobs with lower pay, status, and value.

True or False?

True.

Researchers call this phenomenon ghettoization.

Boulis, Ann K. and Jerry A. Jacobs. 2008. The Changing Face of Medicine: Women Doctors and the Evolution of Health Care in America.
Ithaca: Cornell University Press.

The only medical specialty in which there are more women than men is

A. Pediatrics

B. Obstetrics

C. Psychiatry

D. Oncology

A. pediatrics (53% women)

Boulis, Ann K. and Jerry A. Jacobs. 2008. The Changing Face of Medicine: Women Doctors and the Evolution of Health Care in America. Ithaca: Cornell University Press.

Neurology, orthopedic, thoracic, and urological surgery all have fewer than_____ women.

A. 2%

B. 15%

C. 6%

D. 20%

C. 6%

Boulis, Ann K. and Jerry A. Jacobs. 2008. The Changing Face of Medicine: Women Doctors and the Evolution of Health Care in America." Ithaca: Cornell University Press.

People are more likely to recommend fathers be hired, promoted, and paid more than mothers. People are also more likely to believe fathers are more committed to work and competent at work than mothers.

Research shows people continue to hold these opinions even when the experience and education of the fathers and mothers are equal.
True or False.

True.

*Correll, Shelley J., Stephen Benard, and In Paik. 2007. "Getting a Job: Is There a Motherhood Penalty?"
American Journal of Sociology 112(5):1297-1338.*

Which of the following statements represent dominant cultural beliefs about gender in the United States?

A) Women and men are different.

B) The explanation for why women and men are assumed to be different is essentialized, attributed to characteristics assumed to be unchangeable, such as personality, biology, physiology.

C) Men hold increased societal value based on their gender.

A, B, and C.

*Correll, S.J. (2001). Gender and the career choice process: The role of biased self-assessments. American Journal of Sociology, 106, 1691-1730.
doi: 10.1086/321299*

Ridgeway, C.L. (2011). Framed by gender: How gender inequality persists in the modern world. New York, NY: Oxford University Press.

Women rank themselves lower on math tasks than men even when they had the same score.

True or False?

True.

Correll, Shelley. 2001. "Gender and the Career Choice Process: The Role of Biased Self-Assessments." American Journal of Sociology 106(6):1691-730.

Intensive mothering refers to a dominant cultural belief in the United States that the way to be a good mother is for her to

- A. be available to her children all the time.
- B. put children's needs above a mother's needs.
- C. be informed and knowledgeable about scientific evidence about best practices in childrearing.
- D. All of the above.
- E. None of the above.

D. All of the above.

Hays, Sharon. 1998. The Cultural Contradictions of Motherhood. New Haven: Yale University Press.

When a woman is a good leader, she is often criticized for not being feminine enough. When a woman is feminine, she is often criticized for not being a good leader. Researchers call this phenomenon:

A. Double bind

B. Bait and switch

C. Primary responsibility for caregiving

A.

Reflect upon how often you've heard statements such as the ones in the list below. How have they affected your life?

- You throw like a girl!
- She's such a tomboy.
- She's such a girlie-girl!
- Boys will be boys.
- She's so bossy!

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