NYSUT
Women’s Committee

Our Mission:

- to provide a safe and open environment to educate our members on the work of the union, including the vast majority of our members who are women and face these unique challenges

- to identify and explore issues of income, health and education inequality affecting women generally

- to develop capacity to educate our broader membership about those issues and others impacting women
OUR MANTRA

BEHIND EVERY SUCCESSFUL woman IS A TRIBE OF OTHER successful WOMEN, WHO HAVE her back.
UNION LEADERSHIP

76%  Female In-service Members

68%  Retirees

59%  Female Local Presidents

41%  Male Local Presidents
## HISTORY

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HISTORY – RA RESOLUTION

NYSUT Women’s Committee

A resolution passed at the 2017 NYSUT Representative Assembly charged the committee with the following:

- That NYSUT establish a standing committee on “Women’s Issues” and dedicate staff to outline a specific plan and program designed to educate, organize and mobilize members and locals about the work of the union on women’s issues including, but not limited, to the development of specific training modules for local and statewide training conferences and the Recognition and acknowledgement that women’s issues are union issues; and be it further

- That NYSUT engage all New York state unions, associations and interest groups, particularly as they relate to our members, to engage their membership to develop, share information and advance a common agenda to the maximum extent practicable; and be it further

- The committee periodically provide the NYSUT officers and Board of Directors with a summary of goals, achievements and outcomes in a manner that is consistent with all other NYSUT committees.
HONORING THE WORK:
DOMESTIC VIOLENCE AWARENESS

Are you in an abusive relationship?
DOMESTIC VIOLENCE
You are not alone
There are safe ways to get help
NYS DOMESTIC VIOLENCE HOTLINE
800-942-6906
OR GO TO
thehotline.org

NYSUT Women
HONORING THE WORK: SOCIAL MEDIA PRESENCE

Social Media Mavens = #NYSUTwomen

Jolene’s Social Media Accounts

Twitter
Instagram

Jolene DiBrango
Facebook
HONORING THE WORK: THE COLORING BOOK
March Fundraiser

www.Womenone.org
Our Essential Question:

How do we support our organizational vision through the Women’s Committee and honor the RA resolution and work accomplished in the past?
• Toolkit to help jump start a Women’s Committee in every local
• Create “Lunch and Learn” workshops for locals
• Our committee could create an array of potential tools for locals to use
  ✓ Taken from past conference work
  ✓ New items from this committee
1. Dependability
2. Structure and clarity
3. Meaning
4. Impact
5. Psychological Safety
Beyond Bias
The Reality of Bias – Right to Receive Equal Pay for Equal Work
“The paramount destiny and mission of women are to fulfill the noble and benign offices of wife and mother.”

–SCOTUS in Bradwell v. Illinois

✅ Right to Practice a Professional Career
✅ 1964: Congress passes Civil Rights Act, Title VII
✅ 1972: Equal Employment Opportunity Act
Right to Receive Equal Pay for Equal Work

*Federal Level*

For every dollar a man is paid, how much does a woman earn?

$1.00  $.95  $.78  $.54
Yearly gap of $11,084 between full-time working men and women. That $11,084 lost could purchase 89 more weeks of food or more than 3,000 additional gallons of gas or more than one year of rent for a woman’s family.

The Equal Pay Act of 1963 made it illegal for employers to pay unequal wages to male and female employees who perform work requiring equal effort, skill and responsibility.

Yet wage disparities between women and men remain evident today in the private and public sectors and at every educational level.
How much does an African American woman earn for every dollar earned by a white man?

$.78  $.74  $.72  $.64
More than 50% of married African American mothers are the primary breadwinners, bringing in at least half of their families’ income.
THE REALITY OF BIAS

How much does a Latina earn for every dollar earned by a white man?

$.78   $.74   $.64   $.56
Forty percent of married Latina mothers are the primary breadwinner, bringing in at least half of their families’ income. Latinas need to work nearly twice as many hours to give their families the same economic security.
DESIGNS & DONATIONS FOR A CAUSE
HEALTH AND WELLNESS

THE ZEN DEN
The world you live in…
Were you born lucky, or born to struggle?

The results offered a few surprises — namely that the United States didn’t even rank in the top 10. We came in at number 22 behind countries like Singapore, Luxembourg and Portugal. We may have “come a long way baby,” but we haven’t arrived there yet.

**The top four:**
Iceland
Norway
Switzerland
Slovenia

**The bottom four:**
Syria
Afghanistan
Yemen
Pakistan
FIND YOUR “FLAG”

**BEST**
- ICELAND
- NORWAY
- SLOVENIA
- SWITZERLAND

**WORST**
- SYRIA
- PAKISTAN
- YEMEN
- AFGHANISTAN
World Café

is built on the assumption that...
People already have within them the wisdom and creativity to confront even the most difficult challenges; that the answers we need are available to us; and that we are wiser together than we are alone.
Drawing on **seven integrated design principles**, the World Café methodology provides an environment for creating a living network of collaborative dialogue around questions that matter to real work.
1. Set the Context
2. Create Hospitable Space
3. Explore Questions that Matter
4. Encourage Everyone’s Contribution
5. Connect Diverse Perspectives
6. Listen Together for Patterns & Insights
7. Share Collective Discoveries
PRINCIPLES AT WORK

the World Café
principles for hosting conversations that matter

Set the CONTEXT
Create hospitable SPACE
Explore QUESTIONS that matter
Encourage everyone’s CONTRIBUTIONS
Connect diverse PERSPECTIVES
LISTEN together for insights
Share collective DISCOVERIES
WORLD CAFÉ FORMULA

Setting
Welcome and Introduction
Small Group Rounds
Questions
Harvest
TRADITIONAL VIEW VS. EMERGING VIEW

TRADITIONAL VIEW

TALK ➔ ACTION

EMERGING VIEW

Reflection & Exploration
Feedback & Assessment
Collective Insights
Implementation
Harvesting Discoveries
Conversation as a Core Process
Action Planning
EMERGING VIEW

THE POWER OF CONVERSATION

THE CREATIVE SOURCE

OUR EMERGING FUTURES

DISCOVERING NEW MEANINGS

NYSUT Women
As people share insights between tables, the “magic in the middle” and a sense of the whole become more accessible.
OFFICIAL OPENING OF THE WOMEN’S WORLD CAFE

CAFÉ ETIQUETTE
FOCUS on what matters!

CONTRIBUTE your thinking and experience

LISTEN to understand

CONNECT ideas

LISTEN TOGETHER for patterns, insights, and deeper questions

Play! Doodle! Draw!
CAFÉ GUIDELINES

World Café Guidelines

- Have Fun!
- Play, Draw, and Doodle
- Listen together for patterns, insights, and deeper connections
- Focus on what matters
- Link and connect ideas
- Slow down so you have time to think and reflect

Contribute your thinking

Facilitate yourself and others

Speak with your mind... and heart

NYSUT Women
BRAIN “DUMP”
Next Steps
Strategies for Continuing the Work

Free Conference Call Service and Webinar Service

- https://www.freeconferencecalling.com

Resources and Document Collaboration

- www.nysut.org/women - you will receive an email when updated - ETA by the holidays
BEHIND EVERY SUCCESSFUL woman IS A TRIBE OF OTHER successful WOMEN, WHO HAVE her back.