

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

NYSUT Headquarters
December 8-9, 2017



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

AD-HOC COMMITTEE	REBUILDING AND SECURING THE FAMILY	ENSURING EQUALITY IN REPRESENTATION	EFFECTUATING POLITICAL, SOCIAL AND ECONOMIC CHANGE
Sub-committees	Children and Family	Politics/Representation	Racial Disparity
	Poverty	Women and Unions	Women and Activism
	Domestic Violence	Unions/Union Politics	Research/Capacity
	Income/ Retirement		Communications/ Social Media 



HISTORY – RA RESOLUTION

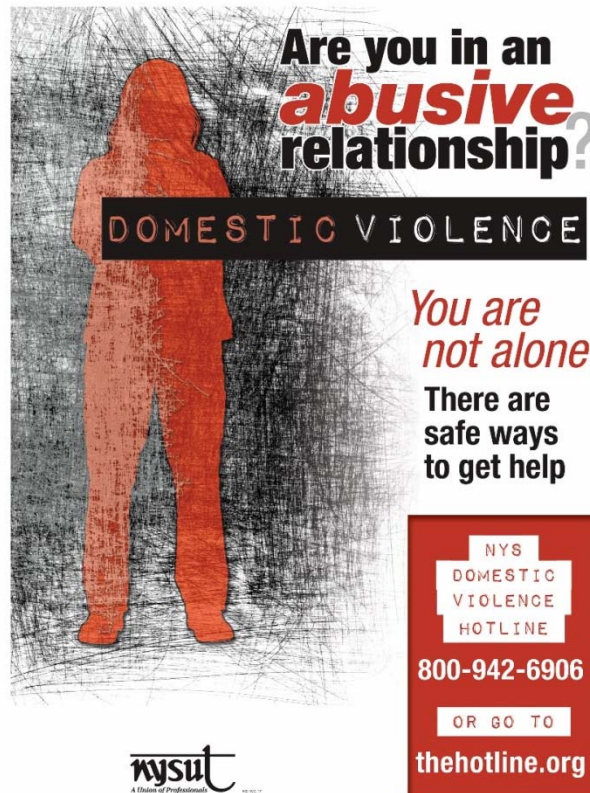
NYSUT Women's Committee

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 conference and the Recognition and acknowledgement that women’s issues are union issues; and be it further
- ♦ That NYSUT engage with New York state unions, associations and interest groups, particularly as they relate to our members, to engage their membership to develop and 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

A poster for Domestic Violence Awareness. It features a red silhouette of a person standing against a dark, textured background. The text "Are you in an **abusive** relationship?" is written in black and red. Below this, a black box contains the words "DOMESTIC VIOLENCE" in white. To the right of the silhouette, the text "You are not alone" is written in red, followed by "There are safe ways to get help" in black. At the bottom right, a red box contains the text "NYS DOMESTIC VIOLENCE HOTLINE 800-942-6906 OR GO TO thehotline.org". The NYSUT logo is at the bottom left.

Are you in an
abusive
relationship?

DOMESTIC VIOLENCE

*You are
not alone*

There are
safe ways
to get help

NYS
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nysut
A Union of Professionals



HONORING THE WORK: SOCIAL MEDIA PRESENCE

Social Media Mavens = #NYSUTwomen

Jolene's Social Media Accounts



Jolene DiBrango

Twitter

Instagram

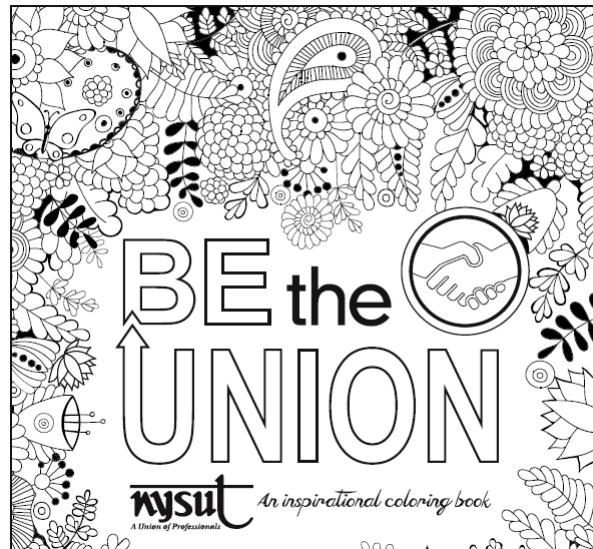
Facebook



HONORING THE WORK: THE COLORING BOOK

March Fundraiser

► www.Womenone.org



NYSUT'S VISION AND FOCUS

“Member Retention & Cohesion”

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?



SOME IDEAS

- 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



FIVE CHARACTERISTICS OF EFFECTIVE “TEAMS”

1. Dependability
2. Structure and clarity
3. Meaning
4. Impact
5. Psychological Safety



TOOL KIT EXAMPLE

“Lunch and Learn”

Beyond Bias

The Reality of Bias – Right to Receive
Equal Pay for Equal Work



THE REALITY OF BIAS

“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



THE REALITY OF BIAS

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



THE REALITY OF BIAS

- 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.



THE REALITY OF BIAS

How much does an African American woman earn for every dollar earned by a white man?

\$.78

\$.74

\$.72

\$.64



THE REALITY OF BIAS

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



THE REALITY OF BIAS

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.

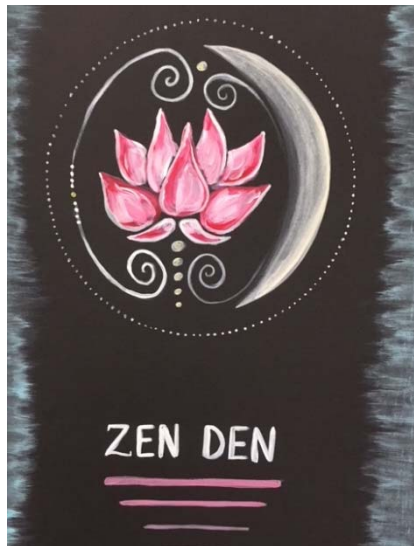


DESIGNS & DONATIONS FOR A CAUSE



HEALTH AND WELLNESS

THE ZEN DEN



WOMEN, PEACE and SECURITY INDEX

The world you live in...
Were you born lucky,
or born to struggle?

Women, Peace and Security Index, 2017-18 [Georgetown Institute for Women, Peace and Security](https://giwps.georgetown.edu/the-index/chapters/), (2017).
Women, peace and security index 2017-18. Retrieved from <https://giwps.georgetown.edu/the-index/chapters/>



WOMEN, PEACE and SECURITY INDEX

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

MEETING FORMAT OVERVIEW

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.



WORLD CAFÉ - PRINCIPLES

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.



WORLD CAFÉ

SEVEN INTEGRATED DESIGN PRINCIPLES

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

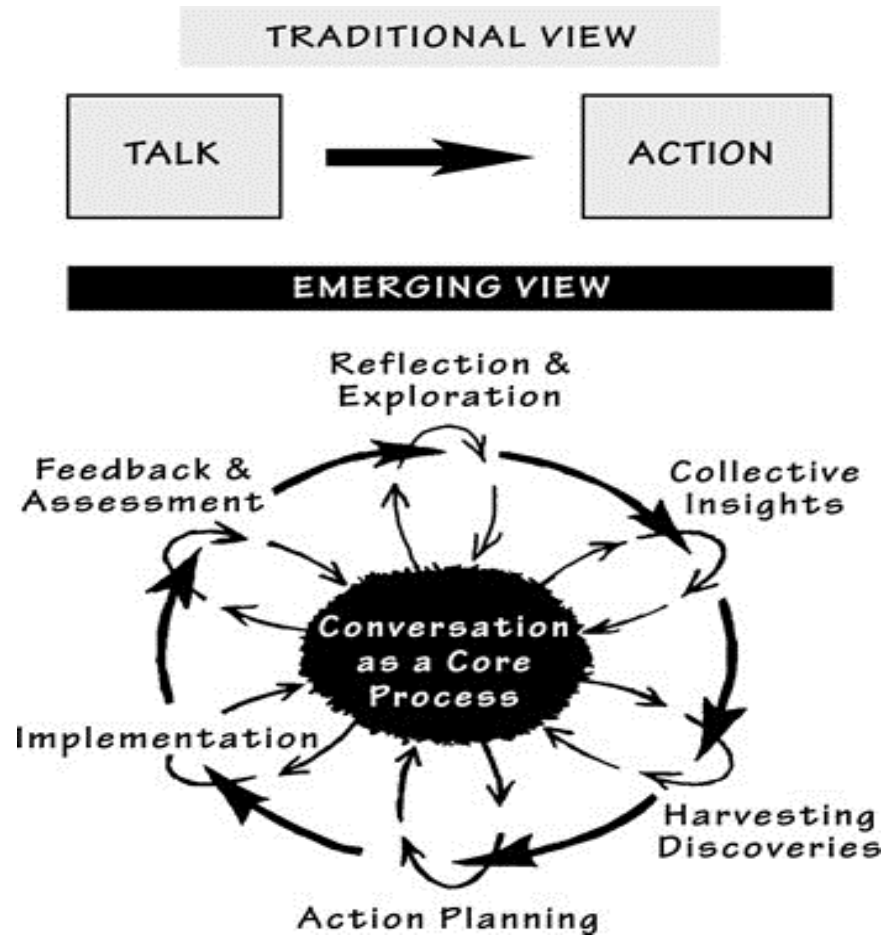


WORLD CAFÉ FORMULA

Setting
Welcome and Introduction
Small Group Rounds
Questions
Harvest



TRADITIONAL VIEW VS. EMERGING VIEW

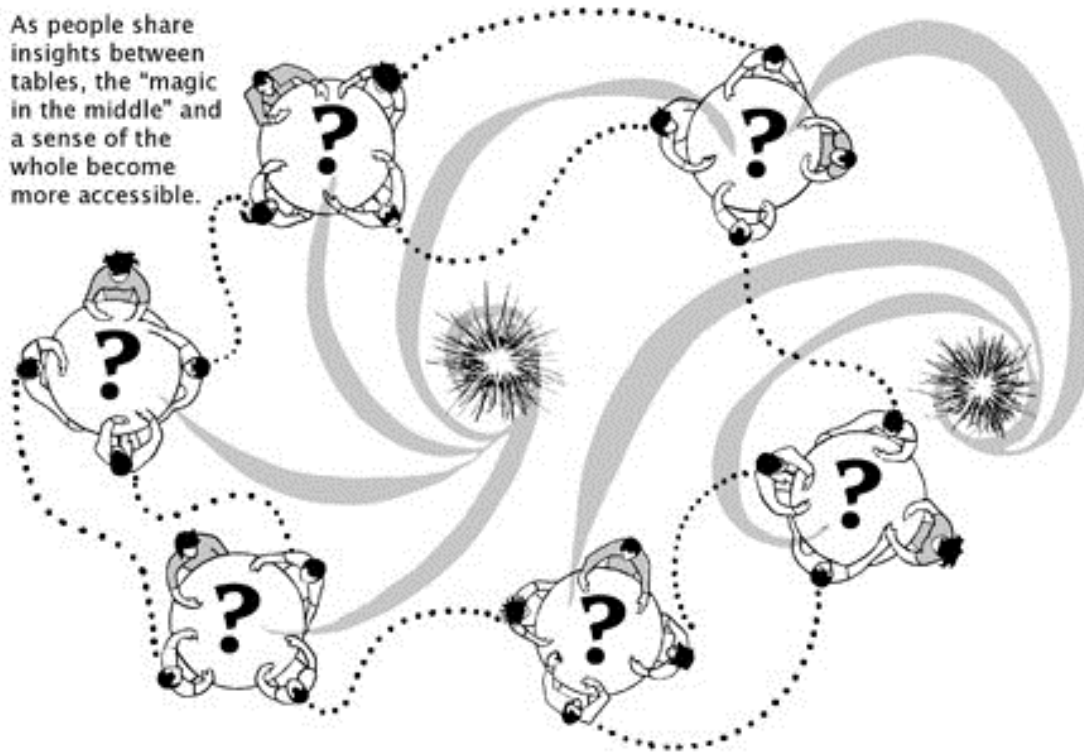


EMERGING VIEW



MAGIC IN THE MIDDLE

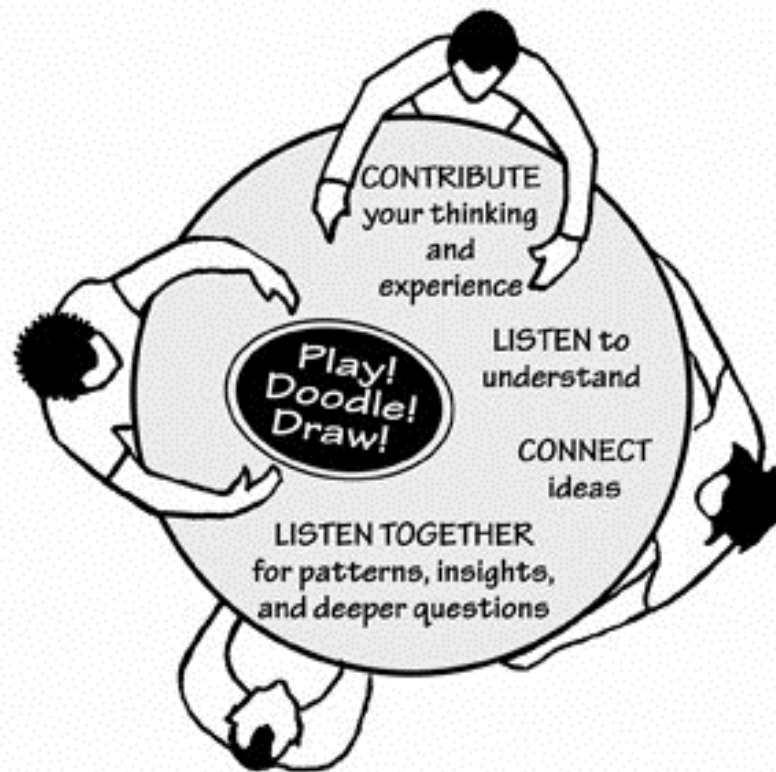
As people share insights between tables, the "magic in the middle" and a sense of the whole become more accessible.



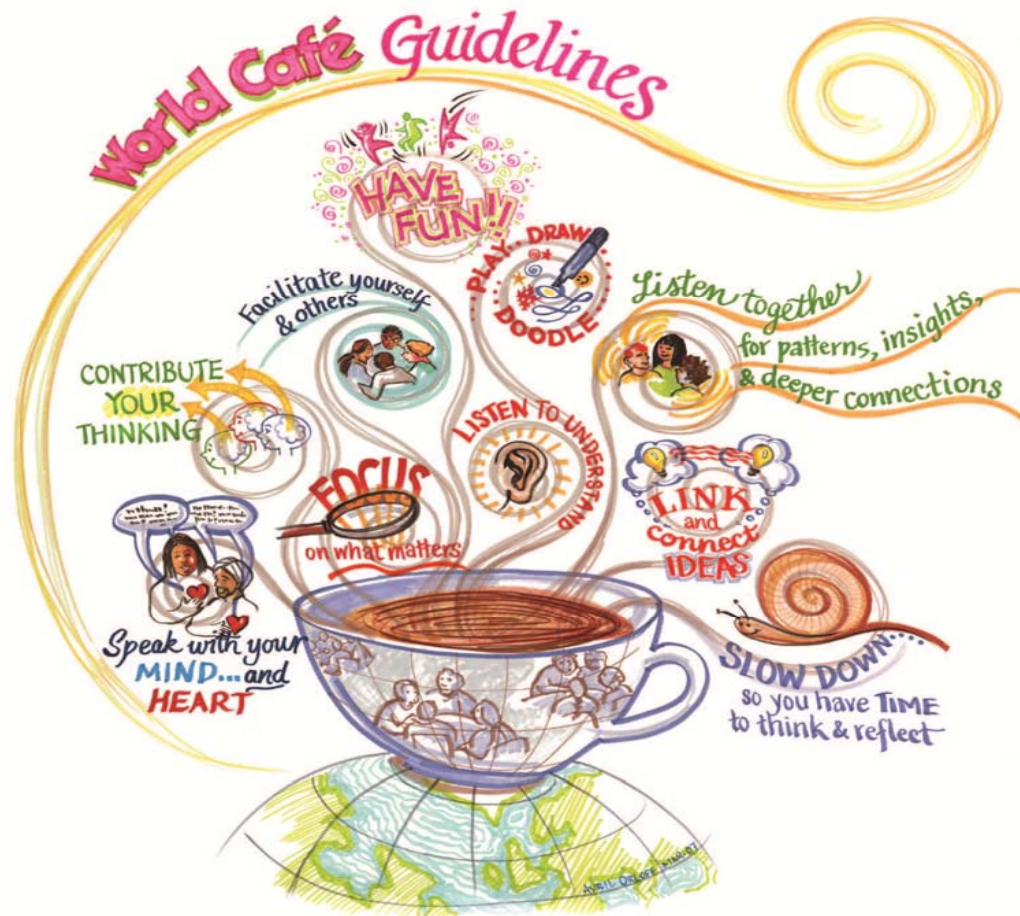
OFFICAL OPENING OF THE WOMEN'S WORLD CAFE

CAFÉ ETIQUETTE

FOCUS
on what matters!



CAFÉ GUIDELINES



BRAIN “DUMP”



Next Steps



Strategies for Continuing the Work

Free Conference Call Service and Webinar Service

- ▶ <https://www.freeconferencecalling.com>
- ▶ <http://www.freeconferencecall.com/blog/how-to-create-and-host-webinars-for-free-using-freeconferencecall-com/>

Resources and Document Collaboration

- ▶ www.nysut.org/women - you will receive an email when updated - ETA by the holidays





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