



# ACHIEVING GENDER EQUALITY IN EDUCATION & THE WORKPLACE

Jamie Edwards-Pasek  
Assistant Director, Office of Title  
IX Initiatives

# WHY DO DIVERSITY & REPRESENTATION MATTER?

- **Diverse teams are “smarter and more creative”**
  - "Diverse groups of people bring ... more and different ways of seeing a problem and, thus, faster/better ways of solving it."
- **BOTTOM LINE \$\$:** Research shows that diverse organizations perform better financially than more homogenous organizations
- **Attracting and retaining great talent**
  - How do upbringings, biases and life experiences limit network and pool of applicants?
- **More reflective organization better serve the customer/end user**
  - Example: right-handed development team build YouTube app, resulted in 5-10% of videos being uploaded upside down by end users
- **Cultivating an inclusive environment is the right thing to do**

# LEGAL FRAMEWORK



- Title IX
- Title VII of the Civil Rights Act of 1964
- Equal Pay Act of 1963
- Clery Act / Violence Against Women Act
- Executive Order 11246
- Pennsylvania Human Relations Act
- City of Pittsburgh Human Relations Commission
- Other state and local laws/agencies

# LEGAL FRAMEWORK

## TITLE VII: WORKPLACE

### prohibits discrimination in employment

- Failing/refusing to hire
- Firing/discharging
- Limit/segregate/classify employee
- Deprive opportunities
- Differing compensation, benefits, terms or conditions of employment

### because of

- Race
- Color
- Religion
- Sex
- National origin

## TITLE IX: EDUCATION

### prohibits discrimination in education

“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.”

### applies to students, staff and faculty

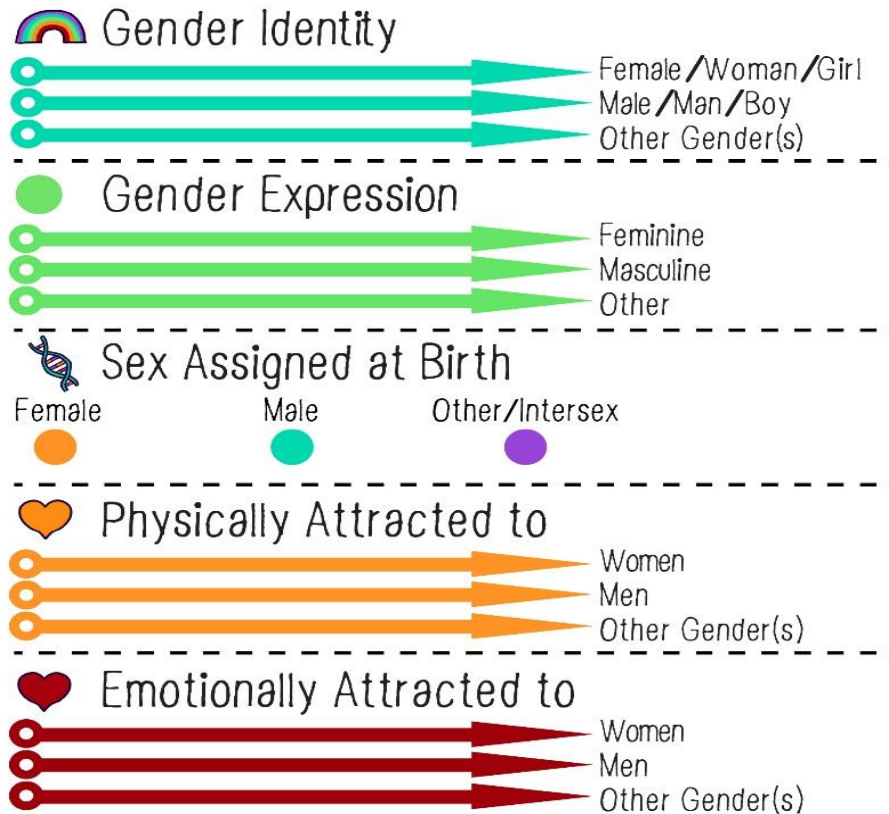
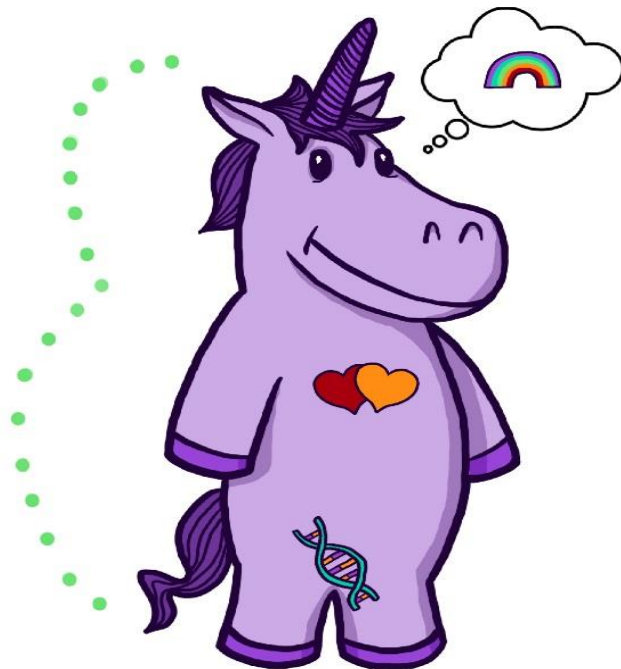
# SEXISM & GENDER ROLE STEREOTYPING: STAY IN THAT BOX!



# DEFINING THE TERMS

## The Gender Unicorn

Graphic by:  
**TSER**  
Trans Student Educational Resources



To learn more, go to:  
[www.transstudent.org/gender](http://www.transstudent.org/gender)

Design by Landyn Pan and Anna Moore

# DEFINING THE TERMS

- **Sex:** biological status (chromosomes, gonads, etc.)
- **Gender:** social and cultural meanings attached to being masculine and feminine, which influence personal identity
- **Gender Identity:** internal sense of gender (male, female, transgender, agender)
- **Gender Expression:** external presentation of gender (clothing, appearance, behavior, communication patterns, interests)
- **Sexual Orientation:** sexual and emotional attraction to another person

<https://www.apa.org/pi/lgbt/resources/sexuality-definitions.pdf>; <https://othersociologist.com/sociology-of-gender/>;

<https://www.plannedparenthood.org/learn/sexual-orientation-gender/gender-gender-identity/what-are-gender-roles-and-stereotypes>

# DEFINING THE TERMS

- **Gender Role:** how a person is expected to act, speak, dress, groom and conduct themselves
  - Feminine examples: polite, accommodating, nurturing
  - Masculine examples: strong, aggressive, bold
- **Gender Role Stereotype:** fixed, over-generalized judgment or bias about a person or group relating to:
  - Personality traits
  - Domestic behaviors
  - Occupations
  - Physical appearance

<https://www.apa.org/pi/lgbt/resources/sexuality-definitions.pdf>; <https://othersociologist.com/sociology-of-gender/>;

<https://www.plannedparenthood.org/learn/sexual-orientation-gender/gender-gender-identity/what-are-gender-roles-and-stereotypes>



# LOWER PAY & OTHER LOST OPPORTUNITIES

## WOMEN

Not being hired

Not receiving a promotion

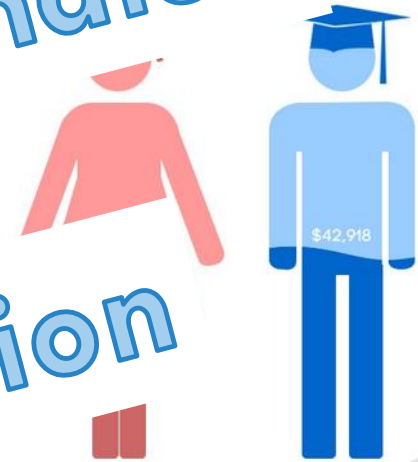
IF YOU DON'T LIKE IT,  
HELP US RIGHT IT.



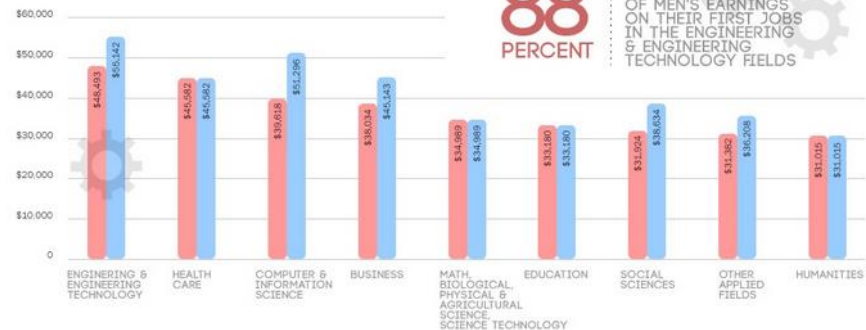
INSIDE  
THE GENDER  
PAY

82  
PERCENT

WOMEN'S EARNINGS  
AS A PERCENTAGE  
OF MEN'S EARNINGS  
ON THEIR  
FIRST JOBS



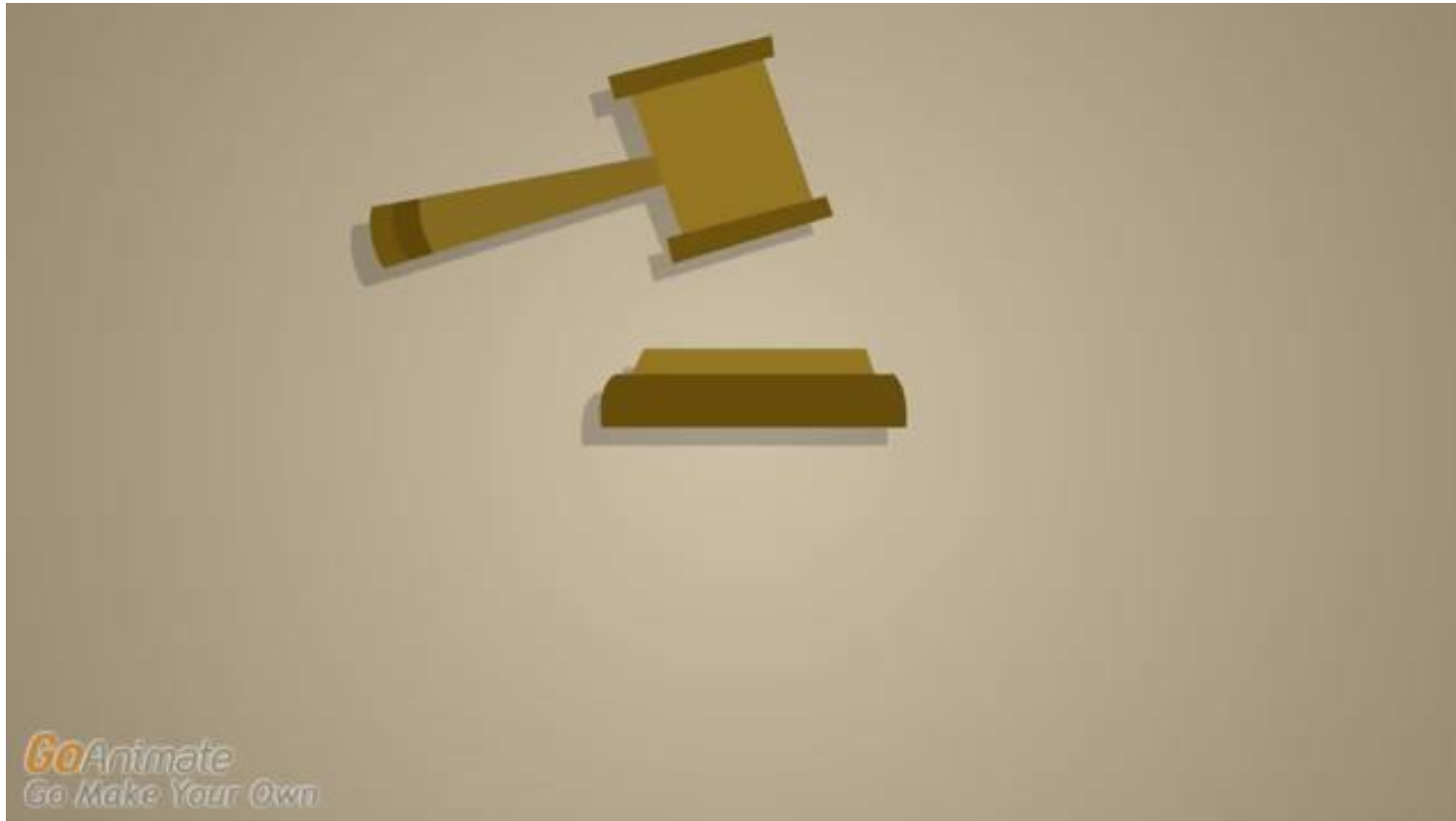
AVERAGE EARNINGS BY MAJOR



88  
PERCENT

WOMEN'S EARNINGS  
AS A PERCENTAGE  
OF MEN'S EARNINGS  
ON THEIR FIRST JOBS  
IN THE ENGINEERING  
& ENGINEERING  
TECHNOLOGY FIELDS

# SEXUAL HARASSMENT & SEXUAL MISCONDUCT

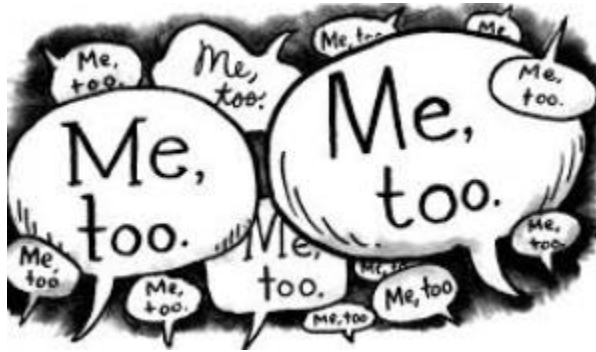


# UNCONSCIOUS BIAS

- Prejudice in favor or against a person or a group
- As distinguished from conscious bias or explicit bias
- Why does it happen?
  - The brain can only process a small amount of the masses of information presented to us
    - Create shortcuts and use past knowledge to make assumptions a/k/a social stereotypes and beliefs about certain groups
  - Examples: rating candidates for lab manager position; musicians auditioning behind screen

Sources: UCSF Office of Diversity and Outreach “Unconscious Bias,” available online at <https://diversity.ucsf.edu/resources/unconscious-bias>; Jane Porter, “You’re More Biased Than You Think,” Fast Company (10/6/14), available online at: <https://www.fastcompany.com/3036627/strong-female-lead/youre-more-biased-than-you-think>

# INCREASING PUBLIC AWARENESS & DECREASING ACCEPTANCE



# STRATEGIES FOR CONFRONTING BIAS & DISCRIMINATION

**1. Don't  
confront (but  
Document)**

**2. Distract**

**3. Delegate**

**4. Directly  
confront**

CO  
CO

Remem

Use “

Focus

Focus

Focus

Focus

Focus

Find t

Listen

Golden Rule  
  
do unto others as you  
would have them do unto you.

# STRUCTURAL STRATEGIES FOR IMPROVING

1. reassess requirements for positions, including terms in listings
2. expand applicant pool - active recruiting outside of established networks
3. learn about biases and ways to “beat” them
4. ensure equal access to opportunities
5. minimize pay gap
6. address work/life balance
7. mentoring
8. fair evaluations
9. work to prevent harassment

# WHAT'S HAPPENING AT CARNEGIE MELLON

- Active recruitment for underrepresented fields on staff and faculty side
- Bias busters training across campus including those in hiring positions
- Sexual harassment and workplace harassment training for all staff and faculty
- Orientation and online sexual misconduct prevention training for new students (graduate and undergraduate)
- Athletics and others making sure we're meeting needs and interests
- Assessments by Ombudsman, HR and others
- LGBTQ initiatives including Allies, Safezone, gender neutral housing
- Establishment & expansion of stand-alone Title IX Office





**QUESTIONS, CONCERNS, IDEAS?**  
**[TIX@CMU.EDU](mailto:TIX@CMU.EDU) OR 412-268-7125**



**Carnegie Mellon**  
OFFICE OF TITLE IX INITIATIVES