

5/15/2012

NHWI

**Gender Ambassadors Panel (GAP):
Contemporary Gender Equality Listening Session Report
For Portsmouth, NH**

**Portsmouth, NH
MICA STARK, FACILITATOR; JIM NOUCAS, NOTE-TAKER**

NEW HAMPSHIRE WOMEN'S INITIATIVE
 GENDER AMBASSADORS PANEL CONTEMPORARY GENDER EQUALITY LISTENING SESSION
 [May 15, 2012, 6pm]
 [Portsmouth, NH]
 FACILITATOR: [Mica Stark]
 NOTE-TAKER: [Jim Noucas]

**(First Name, Age, Zip Code, Occupation)
 FIRST NAME NOT FOR PUBLIC DISTRIBUTION**

**[Participant 1, 58, 03871, financial services; Participant 2, 42, 03824, education;
 Participant 3, 60, 03104, real estate; Participant 4, 45, 03824, education;
 Participant 5, 39, 03861, law; Participant 6, 37, 03824, education]**

1. What brought you here tonight?

Participants	Comments	Note-Taker Observation
	Broad issue of equality, professionally at UNH and generally.	
	Gender equality big interest, work global equality fund, promote gender equality, against all male boards, gender equality as economic performance/investment concept and factor. Women Thrive Worldwide – investment and policy for gender equality around world for poorer nations.	
	Women in politics and investment and interested to see women in control.	
	Women under represented in engineering and high tech at academic institutions as students and faculty, female mentors lacking in engineering, needs to be performance based but buried in old ethos (that eng not for women).	
	Sustainable social institutions, and individuals, retaining and developing people, was only straight white male/token and not hired because white male.	
	Women in sports and gay women.	

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2. How do you define gender equality?

Participants	Comments	Note-Taker Observation
	<p>Workplace and economic equality; pay; separate accommodations; goes back to how boys and girls play; nurture v. nature?</p>	
	<p>Gender based violence; access to health care; Viagra covered, contraceptive for women or not; based cultural norms; 72% of valedictorians are female; good old boy network still prevails in many environments; women still not in positions of power (only make up 16% of Fortune 500 boards); it is still deep seated and fundamental bias; gender inequality more prevalent worldwide than race; women do not return after maternity leave because don't feel valued or wanted.</p>	
	<p>Workplace expectations; definition of success; work life balance; in law firm how do we treat equally? How does having kids impact your work; female associate gone three months, but dads stay at work; what is good for the firm/employer and the employee? Bad policy can prevent developing female attorneys at higher levels.</p>	

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	Similar to racial and other bias; create access to those opportunities through educational system; girls lose interest in science and math by middle/high school.	
	When women go into a field we/society de-value it like teaching and nursing; yet we have high cultural regard for doctors and professors; who do patients trust; in the movie <i>Meet the Fockers</i> , Ben Stiller as nurse because he must not have had good test scores; woman staying home is not working? Perception at certain ages that it is not cool to be smart, more so for girls.	
	Teaching business course, need to reinforce the need to dress appropriately (not be thinly clothed); women are over-sexualized and are not totally aware of it.	
	When is it OK to leave work to be with family; how do we value? Male CEO plays golf, but not females v. taking time for family.	
	Social norms equality – expectations of culture imposed on people based on gender; participation in community or board activities – different expectations based on gender – why? What are the rates of men/women serving on the prestigious corporate and nonprofit boards in the state? VS. men/women serving on groups like PTOs?	

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	Engineering not perceived to be cool field for women. Need more women mentors.	
	Division of labor based on gender; reinforced on TV and through social media; what does it mean to be a good MOM; how do you value tradeoffs; what does it mean to be a good DAD? Recent <i>Time</i> cover/article about breast-feeding and no mention of Dad's role in parenting – the parenting conversation in this country still leaves out the men.	
	How we value women in family v. men on community boards? What more important than parental involvement in school process – yet don't value?	

3. How have you, in NH, experienced gender equality or inequality?

Participants	Comments	Note-Taker Observation
	Women important in many roles but underrepresented in politics; US Senate – only 8 women; wrong level of supply and demand issue – women getting into positions leading up through the network.	
	NH in middle of pack for women in politics; Planned Parenthood/women's health issues at high risk in Concord this legislative session; religion is ideological cover for gender bias; is it a supply problem not having	

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	qualified women? Or no demand to put them on; women question assumptions, men do not.	
	Men and women are different, so difficult to sort out and accept; don't let differences be a barrier; research shows women have different functional skills; impacts their participation and acceptance in roles; need variety of skill sets for team.	
	Women that challenges someone is perceived to be a 'bitch,' while man is in search of 'correct answer'; if women asks for help she is perceived to be 'weak'/ guy is 'team player'; women are token reps; need critical mass to make acceptable.	

4. Top three issues that new women's organization should address in NH?

Participants	Comments	Note-Taker Observation
	<p>Increased # of women in corp leadership</p> <p>Get women represented more on boards</p> <p>More female role models for K12 students</p> <p>Professional development and networking and mentoring</p> <p>Visibility of high level</p>	<p>From post it notes: those in red are ones voted on with red dots</p>

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	<p>professional women in wide variety of media</p> <p>Workplace fairness policies</p> <p>Equal pay</p> <p>Workplace policies to bring NH up to European standards for leave, family friendly for both men and women</p> <p>Advancement in workplace</p> <p>Childcare access and affordability</p> <p>Childhood education</p> <p>Young (K-6), getting and keeping women interested in STEM</p> <p>Promote women in STEM</p> <p>Education bias; don't forget about the boys (who are slipping behind in K12)</p> <p>Gender-based violence</p> <p>Access to reproductive health care</p> <p>More women interested in running for elected office</p>	
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