

5/11/2012

NHWI

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

Women's Fund of NH Nonprofit Partners in Concord, NH
Authors | admin

About the New Hampshire's Women's Initiative (NHWI):

The New Hampshire Women's Initiative (NHWI) is a new non-profit organization dedicated to continuing the legacy of success of our merging partners: the Commission on the Status of Women, the Women's Lobby and Alliance, and the Women's Policy Institute. The NHWI mission is to advance social, economic, and political opportunity and equality for women in New Hampshire.

The NHWI has a unique governance structure. Its board is supported by both a Founding Mothers' Panel, comprised of the founders of the merging partners, and a Gender Ambassadors Panel, a group of young women leaders who are interested in better understanding and re-framing the dialogue around gender equality issues in New Hampshire. This multi-generational sphere of influence will help the NHWI leverage both the rich history and accomplishment surrounding women's issues in New Hampshire and at the same time craft a new path forward for gender equality born out of contemporary thinking and needs.

About the Gender Ambassadors Panel (GAP):

The goal of the Gender Ambassadors Panel (GAP) is to support the mission of the NHWI by informing its research, outreach, and advocacy with a better understanding of the gender equality issues that younger women and men identify as important to them. GAP members will work toward that goal by hosting Contemporary Gender Equality Listening Sessions in various geographic locations around the State. The Listening Sessions will be facilitated focus groups consisting of six to ten participants engaged in a formal discussion for up to ninety minutes using pre-determined questions. Results will be documented and shared with the NHWI Board. The Listening Session participants will come primarily from the existing networks of GAP members and are expected to be primarily women, however the method can be adapted to reach other networks and populations, including men.

About the Network Facilitators:

The first round of listening session hosted by GAP members took place in the fall of 2011. The listening sessions generated so much interest that participants, board members, and other colleagues wanted to be a part of the process and host their own sessions! The NHWI Board and GAP members enthusiastically support this extension of the listening sessions to others in our community. Network Facilitators use the same facilitation packet, including the note takers table, and draft a report based on the content of their session.

About the Authors:

FACILITATOR BIO:

NOTETAKER BIO:

Contents

Introduction and Background	4
Methods:.....	4
Listening Session Format.....	4
Summary of Findings:	4

Introduction and Background

Methods:

Gaining insight into a community with the use of focus groups is a commonly used approach to qualitative research. Qualitative research is a systematic approach to understanding human thoughts, behaviors and motivations through thoughtful survey design, observation, and inquiry.

The GAP Listening Sessions are designed like focus groups where a facilitator and note-taker work together to gain insight into participant's thoughts and feelings about contemporary gender equality issues facing young women and men in NH.

Prior to conducting the listening sessions, each facilitator and note-taker is provided a facilitation packet that details instructions for conducting an effective focus group. This includes instructions for the specific roles of the facilitator and note-taker, the length of the session, and how to draft the report after the listening session.

Location

Participant Background

26 people attending, 25 women and 1 man

Listening Session Format

The listening session followed a traditional focus group format, which included a two to three minute allotment per question, per person. Each session was designed to last two hours including introductions, participant feedback, a participant exercise, and concluding remarks.

The Listening Session was conducted using an agenda and script provided in the facilitation packet (Appendix A: Listening Session Script). The participants introduced themselves by first name, occupation, age, and town of residence.

Summary of Findings:

The Summary of Findings is organized by each question asked at the listening session. Synthesis of material will occur at a later date when all of the listening sessions have

been conducted. Please note that participants are identified only by a number to protect their privacy.

How do you define gender equality?

Participant	Comment	Note-taker observation
	Equal access to services	
	Women in management/leadership positions and being paid a fair and equal wage	
	Healthy portrayal of women in the media	

In NH, have you observed or experienced gender equality or inequality?

Participant	Comment	Note-taker observation
	Union leader looked at the salaries of NH's nonprofit executives. The men executives make more money than the women.	
	90% of all hospital workers are women, until you look at the senior management level. At that level, only 5% are women.	
	In the NH legislature, women are underrepresented and laws are being passed to suppress the progress of women.	

What issues relating to gender equality do you think are most important for the NHWI to address? (These received the most "dots")

Participant	Comment	Note-taker observation
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	Portrayal of Women in the media	
	Violence Against Women	
	Political Representation	

Additional issues: (these received some dots of high importance)

Participant	Comment	Note-taker observation
	Concern that when women reach positions of greater responsibility, they are targeted and often unfairly judged.	
	Men should be encouraged more to speak out in support of issues related to gender discrimination, and to speak out about issues that usually are “women’s” issues, such as choice, contraception, and family leave.	
	Equal access to services	
	Positive reinforcement of nontraditional roles for men as well as Women’s Fund of New Hampshire.	
	More efforts to advocate against workplace discrimination that is often subtle.	

Closing remarks from participants:

None.

Limitations:

Facilitator and Note-taker observations and concluding thoughts:

Appendix A: Listening Session Script

I. Welcome and Introductions (*slightly shortened for this listening session)

- Thank participants for coming
- Distribute participant information sheets (and agendas if using)
- Introduce facilitator and note taker
- Overview of New Hampshire Women's Initiative
 - The New Hampshire Women's Initiative is a new non-profit organization
 - A unification of:
 - The Commission on the Status of Women
 - The Women's Lobby and Alliance
 - The Women's Policy Institute
 - ***NHWI Mission: To advance social, economic and political opportunity and equality for women in New Hampshire.***
 - Has a Board of Directors and two advisory panels
 - Founding Mothers
 - Gender Ambassadors Panel
- Objective of Listening Sessions & GAP
 - Gender Ambassadors Panel will support the mission of the NHWI through researching and better understanding the gender equality issues that younger women and men identify as important to them.
 - Members of GAP will host a series of Contemporary Gender Equality Listening Sessions in various geographic locations around the State.
- Introduction of participants: *First name, age, town, occupation*

II. Overview of the Process

- Description of plan for Listening Session by facilitator
- How discussion will be documented during the Session

- How a report will be prepared after the Session
- Assurance of confidentiality (inform participants that any report will only identify participants by age, zip code, and industry/occupation)

I. Establishment of Ground Rules (*slightly shortened for this listening session)

- Ground rules encourage active and honest participation and a safe discussion environment.
- If a participant violates a ground rule, they will be politely reminded of the ground rule.
- If a participant continues to violate a ground rule, they will be asked to leave the group.

Ground Rules (The 5 A's)

Participants of this group...

- Agree to maintain confidentiality
- Agree that there are no “right or wrong” answers to the questions
- Agree to speak honestly based on our own experiences
- Agree that only one person will speak at a time
- Agree to respond to one another politely and respectfully

II. Discussion of Contemporary Gender Equality

1) What made you interested in attending today’s listening session on gender equality?

2) How do you define the term gender equality?

What does gender equality mean to you?

What does gender equality not mean to you?

What issues or subjects do you think about when you think of gender equality?

3) In New Hampshire, have you experienced or observed gender equality or inequality?

III. Post-it Note Exercise

What issues relating to gender equality do you think are most important for the New Hampshire Women’s Initiative to address?

(Each participant receives 3 standard yellow Post-it notes and a black sharpie; they must write their top three issues, one per Post-it note. Ask them to put the Post-its up on a white board or wall. Then each person gets one red dot. They must place their red dot on their top issue, which doesn't have to be one of the ones they originally wrote.)

** Facilitator must collect the Post-its and return to the GAP Committee when complete*

IV. Wrap-up

- Do you have any other thoughts or ideas that you really want to share about gender equality in NH? (*not asked at this listening session due to time constraints)
- Thank you to participants by facilitator
- Collect participant information sheets; distribute NHWI information sheets

V. Adjourn