

11/16/2011

NHWI

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

**Offices of Greater Manchester Chamber of Commerce
54 Hanover Street, Manchester, NH 03101
GEMMA FRENCH, FACILITATOR; GINA ROTONDI, NOTE-**

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 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 work toward that goal by hosting Contemporary Gender Equality Listening Sessions in various geographic locations around the State. The Listening Sessions are facilitated focus groups consisting of six to ten participants engaged in a formal discussion for up to ninety minutes using pre-determined questions. Results have been documented and will be shared with the NHWI Board.

About the Authors

Facilitator *Gemma French* is a GAP member and lives in Exeter, NH. She is currently Vice President of Marketing & Public Relations at the Greater Manchester Chamber of Commerce and oversees all aspects of marketing and communications for the Chamber with expertise in media relations. She received her undergraduate degree from Boston University.

Note Taker *Gina Rotondi* is a GAP member and lives in Manchester, NH. She works as a Government Relations Advisor with Rath, Young & Pignatelli, P.C. in Concord, NH. She received her undergraduate degree, *cum laude*, from St. Anselm College.

Executive Summary

The Greater Manchester Chamber of Commerce was the setting for one of the southernmost listening sessions to take place as part of the collaborative effort between the New Hampshire Women's Initiative (NHWI) and the Gender Ambassadors Panel (GAP) to obtain pertinent information that will provide insight into the lives of women in

the state of New Hampshire. The ultimate goal of this exercise is to provide raw data that will be able to drive the policies and programs of the New Hampshire Women's Initiative to make the state a place for women to continue to thrive in professional, personal and community settings.

This Manchester session was one of the first to take place as part of this fact finding mission. Although information shared between facilitators in other parts of the state did not bias the way in which the listening session was conducted, it certainly provided guidance as to where our group may be in terms of gender equality. We were a bit surprised when some of the issues shared by others and reflected in the listening sessions in other regions were not addressed by the participants in our group; the focus in Manchester was primarily on issues that exhibit themselves at the professional level.

Secondarily to that, the women mentioned that they also had a general interest in the feminist (or female, as it was called) movement as well as seeing the generational differences as to how women over 50 perceive equality versus those who are younger. Specifically, unequal pay, unequal responsibilities, sexual harassment, being unfairly stereotyped based on assumed gender roles and sexualization of women in media settings were topics that seemed to be at the center of the discussion for the entire listening session. Although there did seem to be a bit of a realization by the participants that things are in fact better for women than they once were, it is important to point out that there was a distinct sense of wanting more out of society and knowing that more can be done. Another topic that was discussed with a shared viewpoint amongst participants was that women today, specifically in professional settings, feel that there is a need for them to be a hybrid of a woman and a man to be particularly successful in business. The women around the table have felt that they have missed out on opportunities just because they do not have the same skill sets or interests as men or that they had to overcompensate for being a woman by acting similarly to their male colleagues.

The Manchester listening session provided for a robust discussion of the factors that are impacting women and the gender equality gap within the state. As part of the wrap-up of the session, the women identified other issues that were not touched upon but that could guide future discussions. These included economic injustice as it relates to divorce and a more detailed discussion into the equality of pay and how that affects women making decisions in their professional lives. When asked what advantages women had, the participants believed they were better multi-taskers and more compassionate, intuitive and nurturing as compared to male counterparts. The group also believed generally that in the negative sense, delegating tasks is difficult because women feel the need to do everything.

Much like the Upper Valley session, participants in Manchester were enthusiastic about talking about equality issues and also want to be actively engaged in providing arenas for women to be able to professionally network and in order to create better equality in the state.

Introduction & Background

The city of Manchester, New Hampshire is located in the southern region of the Granite State in Hillsborough County and is the state's largest City. According to the United States Census 2010¹, Manchester has a population of 109,565 with slightly more female than male residents who are predominantly white.

As previously stated, the Greater Manchester Chamber of Commerce was the setting for the Manchester listening session. It took place from 4 pm – 6 pm on Wednesday afternoon, November 16, 2011. It is important to note that although the facilitator is an employee of the Greater Manchester Chamber, participants were notified that our session was independent of the Chamber in order to prevent any bias, negative, positive or otherwise and to provide a neutral ground for discussion. The Greater Manchester Chamber of Commerce is a member-focused organization that drives the greater Manchester business environment and the economic health and vitality of the region by supporting business growth, professional development and networking opportunities, while advocating for our membership, which primarily exists in city of Manchester and the surrounding communities of Auburn, Bedford, Candia, Derry, Goffstown, Hooksett, Litchfield, Londonderry, and Merrimack.²

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 focus groups in which a facilitator and note-taker work together to gain insight into participants' thoughts, feelings, and ideas about contemporary gender equality issues.

Prior to conducting a listening session, each facilitator and note-taker receives a facilitation packet that details instructions for conducting an effective focus group. The packet includes instructions for the specific roles of the facilitator and note-taker, how to draft a report after the listening session, and of course the specific questions required to be posed to participants.

Location

¹ Data available at http://factfinder2.census.gov/faces/tableservices/jsf/pages/productview.xhtml?pid=DEC_10_DP_DPDP1&prodType=table.

² Information available at <http://www.manchester-chamber.org/>

The Manchester Listening Session was conducted at the Greater Manchester Chamber of Commerce at 54 Hanover Street in Manchester, NH from 4 pm – 6 pm on November 16, 2011. The location was selected for its location right off the main roadway in Manchester's downtown area. The session took place in the Northeast Delta Dental Conference Room.

Participant Background

The Manchester listening session included seven female participants ages 22 to 46 with the majority of the women in their thirties. All of the participants were white.

Although the women came from a fairly diverse subset of professional backgrounds and worked in the non-profit, print media, teaching, law, and marketing areas all were involved in professional networking circles and were most concerned with gender equality issues in their work environments. The participants lived in various communities including Manchester and the surrounding communities of Bedford and Merrimack.

Manchester Listening Session Format

The GAP listening sessions follow a traditional focus group format that includes a two to three minute allotment of time per question, per person. Each session is designed to last two hours including introductions, participant feedback, a participant exercise, and concluding remarks.

The Manchester GAP Listening Session was conducted using this format and a script provided in the facilitation packet (see Appendix A: Listening Session Script). The session began at 4:00 PM with almost all participants present. The facilitator and note-taker started the introductions and the participants introduced themselves by first name, occupation, age, and town of residence.

Once the introductions concluded, the facilitator asked the participants four questions (with the last question in the form of a brainstorming exercise). This process began with "easier" questions as a means to develop trust and then proceeded to increasingly sensitive questions as the session progressed. Please see the 'Summary of Findings' section of this report for the results.

Toward the end of the session, a brainstorming exercise was conducted as a means to extract the top issues that the participants would like to see the NHWI pursue. Each participant received 3 standard yellow Post-it notes and a pen. Each participant wrote down her top three issues, one per Post-it note, and stuck the Post-Its to a wall in the room. With the help of the group, the facilitator organized the Post-Its into topical groupings. Each participant then placed a red dot sticker on her top issue - which wasn't necessarily an issue that she had written herself. Please see 'Question 4: The Post-It Exercise!' for the results of this exercise. The Manchester group ended their Session by

discussing other pertinent issues of importance to women that were not addressed by the group as a result of the questioning.

Each participant was asked to fill out a participant information sheet which detailed her age, occupation, and zip code and asked her to provide contact information if she wanted to remain apprised of NHWI work. The session ended promptly at 6:00 PM.

Summary of Findings

The Summary of Findings is organized by 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 privacy.

QUESTION #1: What brought you here tonight?

Participant	Comment	Note-Taker Observation
1	Work in male dominated industry, interested in how her experience similar/different to other people in other professions.	
2	Was mover in the female movement, took course in college and wanted to get back into this.	
3	Worked for Women’s Fund; awareness was raised a lot about gender inequality, never thought about it before that point. Intrigued in differences between us and women over 50. Rich perspectives among both groups.	
4	Here because of her job, clear gender inequality that she’s seen. Served as Board Member on Women’s Alliance.	
5	Being part of accounts team has to deal with decision makers at events. They are mostly men, and that is an interesting observation. Historically worked in radio/television industry, male dominated since moving here – worked for non-profits and magazine all have more women in their industries.	
6	Female dominated position, interested to see where other people were and try to get a feel where everyone else was.	

7	In a very female dominated role within a male dominated industry. Interested to see some of the issues that peers in other organizations deal with and interested to see what women in the firm have to deal with.	
3	By way of follow up: very interested in fighting the salary gap – nods around table. Most nods around table regarding “male dominated industry”	Clear, physical agreement around the table. Lots of nodding when “male dominated industries” were also mentioned.

QUESTION #2: How do you define gender equality?

Participant	Comment	Note-Taker Observation
1	Equal power, equal pay, and equal playing field.	
2	Equal respect.	Audible agreement around table.
4	Equal responsibilities – women not asked because can’t do it as good as men can.	
5	Fair doesn’t always mean equal. Female and male teachers in public schools are different, and teachers sometimes take that into account when placing their students for the next year.	
6	Gender roles and expectations vary – society defines masculine and feminine, we get boxed in those roles. This is why we end up in assumed mom roles and not career women roles. We are associated with maintaining households and this has been definition for centuries. We are socialized to be either female or male and separated based on societal expectations. Hard to get gender equality because these standards are so ingrained, we need to work towards this.	
7	I think of struggles of women around the world – it means different things in different places. Gender freedom is	

Participant	Comment	Note-Taker Observation
	another one.	

QUESTION #2 (a): What does it not mean to you?

Participant	Comment	Note-Taker Observation
5	Pay, promotions.	
1	Job responsibilities.	
2	If a woman works construction I want to see her not get a negative or ANY reaction to that – allowing genders to cross without any reaction.	
6	Men say, “I hear your job is perfect because you’re a woman.”	
3	Thinking about a woman’s role as a family, it goes beyond work. My husband and I chose not to have children, and he gets different responses to that.	
1	I have seen women at the firm make choices that allow them to be at home but affects how they are perceived at work/the goals they originally had. We have an inclination to be close to children; hard to put children in daycare...hard for me, not so hard for the dad, it’s different. OK to have those differences. When I think about equality, I think about choices – you can make a choice to either take on professional role or not, freedom of making those choices is what makes the difference.	

QUESTION #3: How have you, in NH, experienced gender equality or gender inequality?

Participant	Comment	Note-Taker Observation
1	Everyday, golf, golf, golf. There’s an old boys network at my firm.	Participant number 7 agrees with statement and adds: Lawyers bring young male

Participant	Comment	Note-Taker Observation
		lawyers to fit their mold. If you don't golf, you don't get to go on business trips, closings, seminars because different dynamic men/women going on business trips. Women network with each other and our network is tight too. Most of the men that focus on buying/selling businesses like I do, their wives stay home.
2	Worked in marketing – big gender split; borderline sexual harassment; because of my age, gender, industry all my ideas were dismissed. You're in a management position. I hired you because I thought I cared about you had to say; but when you're in a room with all men, what do you know at 22? Never seen it so blatant. In the south, chivalry isn't dead but respect because men say, "Oh one day she'll be stay at home mom." Here in this environment it's looks and comments and things you don't want.	
3	I've only worked for a man once. Honestly cannot imagine that. Don't experience at work but in social settings. In service organization (rotary) being younger, woman and petite, I have gotten comments from older gentlemen that aren't appropriate. It's not harassment, but it's good for you that you're here you look good in your business suit. Striking as to the lack of awareness of how offensive that is.	
4	Professionally – NH is up there nationally – lots of sexual assaults in NH very high; also boys who are assaulted high, but not as high as women, so inequality exists. Work in male dominated profession; good old boys network; very traditional; have had certain situations where I've been sexually harassed – I deal with it now	

Participant	Comment	Note-Taker Observation
	<p>but I used to cry. I have a masters degree, and I'm a professor – being female and young is hard over at the State House. I work for a non-profit with 16 other females, and we're so supportive but State House is so different.</p>	
5	<p>Just full on blatant – men inappropriate physically and otherwise in NY in that profession but have not experienced it here. In non-profit industry – female dominated except for CEOs, etc. Made cannibalistic society – eating each other alive and this is awful affect that can come from this. Being out and doing what I do at networking events – the decision makers are “old crusties.” They will treat older women differently if she is more attractive and established different than someone younger. It's gross; interesting to watch.</p>	
6	<p>I almost feel bad for the men in my building; they are on the outside. When I first started I was 22 and I'd get “Oh are you cute today, do you have a hall pass (audible),” but now the kids harass you – if you're young and pretty the boys definitely acknowledge. Boys that are freshmen are young; girls get attention they want they are more mature. I also believe the girls are dressing for the boys for the attention, but I'm also asking how parents let them out of the house in the way they're dressed.</p>	
3	<p>Same thing in music – idea of women playing brass instrument has been frowned upon for years – they are men's instruments! Discussion of classroom dynamic and hidden curriculum and women good at English, men at math.</p>	<p>Women around table respond that they played more “female dominated” instruments including cello and flute.</p>
7	<p>About a year ago I spend most of my time working with younger attorneys. Coaching them in rainmaking and networking. Sat with a female associate</p>	

Participant	Comment	Note-Taker Observation
	litigation 3-4 years of practice, incredibly bright, never heard bad about her work. One goal was that she wanted to go to court by herself. Next meeting was male associate, similar 3-4 years practice, litigation. Asked if he wanted to go to court by herself and he said he went the first week he had worked there. They both worked with shareholders, does not think is intentional, but something amiss there.	
3	Experience coming into leadership role – moved into that position as CEO and found herself having to deal with almost bullying situation with male professor. I like you, but I don't think a woman in this role is really the right thing. I don't even think about age but that's another thing – age for women different than for men.	Some of the participants agreed that age is different for men and women and commented that women are not supposed to age, according to men.
5	Clear gender inequality with “old crusties” and how they treat women of different ages; one there is gender issue women become wives and mothers and at same time they're punished by men if they don't look as good after they get married and have babies and wear all these hats as they did before. They get fat and they criticize women who have leadership roles and are trying to raise their children.	
1	Sometimes women impose their own social expectations on themselves. Women and our response to particular situations; women tend to give a little more air time to the emotional response to issues, situations; men just don't react emotionally or as strongly. I've lost fifteen minutes because I have to talk about the issue because I'm so fired up. It doesn't mean we're not good leaders.	
6	I had an incident – a girl was transferred into my class – she was young and pregnant and living with her grandmother. She was transferred to my	

Participant	Comment	Note-Taker Observation
	class from a male colleague because I know better.	
5	Interesting observation – we haven't thought about these things until we hear about them and think about it – we've been conditioned.	
4	Wage gap/violence against women are issues that have existed for decades.	
1	I've been hit on so many times by male clients; sexual requests that are blatant and inappropriate. What do I do? Tell the guy I work with? No I'm not going to do that. What is the appropriate response? That doesn't happen to the male associates!	
7	With a lot of our female attorneys – go out to dinner with referral sources and a lot of times the female attorneys say I don't feel comfortable asking him out for coffee because he'll think it's a date.	
1	We do business development; I have to build up my law practice – how do you do this. You go out for dinner and drinks, and I'm courting someone because he has a great business or great business idea. He wants to ask me a personal question, and this would NOT happen if it was a guy!	
4	I came back after bad day at State House upset with how I was being treated and being talked about. And she said this is the new wave of feminism – listen if a dirty old legislator wants to talk to you longer, use that to your advantage and lobby your cause. You caught his ear for a longer period of time and utilize that. But when it's blatant, I can't do it.	
3	I didn't want to bring it up but it's a power I've used as a woman. There are older male donors in this community but I've gotten bigger donations from them than other male counterparts.	
5	But it is the same in the reverse as well.	

FOLLOW UP QUESTION TO #3: This conversation has been focused on career; what other issues, if any, would you like to discuss?

Participant	Comment	Note-Taker Observation
6	People don't see "stay at home" parents as having jobs which is a problem.	
3	Women are usually caretakers at end of life. We typically outlive male counterparts – right now as wage gap continues or traditional roles we are focused on other choices; we don't have the same wealth as others – money is not there for you as it would be for a man.	
6	Our joke is you have the inside and I have the outside – it is back to traditional role. It would not kill you to vacuum.	
2	Everyone has become so passive to culture. I hear lyric, and it's so degrading to women. I'll hear my niece and nephew singing the same lyric that is not good.	
4	Sexualization is aimed towards women and children; pop culture and media definitely a problem; perpetuates culture, maintains culture; leads us to think it's okay to commit violence against women. Has anything changed? No. The media/pop culture keeps all of us in our gender roles. Ads for vacuums, kitchen things – all women and she's a sexy housewife too with little clothing on.	
1	We're in these gender roles for a choice – I do laundry because I don't mind, he does oil changes because he knows – are we really choosing these/bringing it upon ourselves? It's more about choosing and not being judged because of the choice – if I want to change oil, it should be okay. We shouldn't be so judgmental and have no opinion about who's doing what.	
2	Girls – pink and kitchens; boys – tools	

Participant	Comment	Note-Taker Observation
	and lawnmowers.	
7	I was a tomboy growing up. Tried not to introduce my daughter to Disney, but she typically likes dresses or pink or whatever – it may be a little of nature unless she’s picking it up from daycare.	
3	There was an older study with cucumbers and in most circumstances when given a cucumber as a toy, young girls held like baby; young boys shoot like gun – where exactly are they getting it from?	
5	Are we making our own gender equality?	
1	I don’t know! Should I talk about sports? I don’t want to! Golf isn’t for me!	
3	I like to fish and that is such an icebreaker with men – women think it’s gross. Men want to talk to me as soon as they hear. I’m really happy about this because it leads to other things and I don’t want to try golf.	
6	Even when we have dinner with my parents – my dad asks how’s business to my fiancé, and I always try to jump in and say teaching’s good too.	
5	We haven’t talked about PMS! And I have a pretty awesome work environment. I am immediately managed by a male but CEO woman. He’ll occasionally make comments about the cycle and if someone acts a certain way it will be oh well what’s going on is PMS. If you’ve had a reaction like this, have you ever dealt with it?	
1	It goes back to women crying in the office – you do NOT want to be that woman. Sometimes you’re crying out of frustration, you’ve screwed something up but it’s terrible; men don’t cry at the office – maybe it’s the PMS. I’ve cried in the office twice; another woman will come into my office to do that – we	

Participant	Comment	Note-Taker Observation
	don't want anyone to know and what would happen if the men found out!	
5	It's like blood in the water – and it's like menopause; some women can't deal with that change. She would have to deal with these reactions and would have a very difficult time.	
7	I don't hear the male comments – is it that time of the month – but in my personal life I can use it as a crutch; my husband will say, “Yeah I figured” after she explains it's that time of the month.	

QUESTION #4: The Post-It Exercise!

Participant	Comment	Note-Taker Observation
Brainstorming by group – issues identified	<ul style="list-style-type: none"> Gender Roles Work/Family Balance Equal Pay Economic justice issues Opportunities 	
Issues on Post-Its	<ul style="list-style-type: none"> Network of Female and male mentors for young people Women in power/leadership Business & politics Wage gap Respect Gender responsibility Sexual harassment in the workplace Popular culture and gender inequality “Sticky Floor” 	

Participant	Comment	Note-Taker Observation
	Equality in Power Equality in respect (three dots) Wage gap (two dots) Equality in Pay Pay equality How women treat women Wage gap Equal Opportunity (two dots)	

Limitations

The participants in the Manchester listening session, much like the others, were individuals personally invited by either the facilitator or note-taker and were members of their respective personal and professional circles. Given the fact both the facilitator and note-taker are professionals around the same age, this could have skewed the results of the session.

After holding the session, the facilitator and the note-taker found that seven participants was a manageable number of individuals to engage in an interesting and worthwhile discussion with enough time and attention dedicated to everyone and their individual answers. Although the facilitator and note-taker found the facilitation packet to be extraordinarily helpful, it was difficult at some points to be completely unbiased and to reserve comment but both the facilitator and the note-taker did their best to handle themselves accordingly. In addition to topics participants mentioned they would have liked to cover but did not have an opportunity to, members of the group believed that the questions were a bit leading and led individuals to answer with negative connotations. Also, because the group felt comfortable starting with the same individual answering questions first, this could have led the discussion in a certain way. It was also seemingly difficult for the topic to change away from the discussion regarding gender equality in professional settings, leading the themes of each question to be fairly identical. Another curious response from many of the participants during the post-it exercise was that it was difficult for them to choose only one overarching issue that seemed most important to women and gender equality in the Granite State, which is a limitation identical to participants in the Upper Valley listening session.

Conclusion

Although the focus of the discussion, as revealed several times in this report, was mainly on issues relative to gender equality facing women in their professional lives, there were several other concerns that were raised during the duration of the session that are important to realize and examine going forward. These include gender roles in home life, governance structures in non-profit organizations and gender inequality, the effect culture has on gender equality and gender roles and the fear of becoming single parents and the struggles women experience in this role.

Unlike other sessions across the state, including those in Concord and the Upper Valley, the issue of affordable, reliable childcare did not play as big a role in the conversation during the Manchester listening session, although some of the women indicated they did have children. Reproductive health and rights also went unexamined during the session in Manchester as well.

Finally, the participants specifically marked the areas of equal opportunity, equality in respect and the wage gap as the topics they were most concerned with that should be examined and watched going forward in the state.

Appendix A: Listening Session Script

I. Welcome and Introductions

- 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

- 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?
- Thank you to participants by facilitator
- Collect participant information sheets; distribute NHWI information sheets

V. Adjourn