



Resource Toolkit for To Be Welcoming Curriculum

WELCOMING DIALOGUE ON GENDER BIAS



OVERVIEW

Public spaces and third places are more welcoming to all when we celebrate our shared humanity. By understanding each other, we deepen connections. To encourage more meaningful conversations on this topic, leaders at Starbucks partnered with experts at Arizona State University to create To Be Welcoming, a 15-course curriculum designed to address bias through understanding the human experience.

Below are 3 core resources from the "Welcoming Dialogue on Gender Bias" course. This learning experience focuses on issues surrounding gender in the United States, introducing histories of gender equity, pay equity, and media representation. Learn more about the program and register for courses at **ToBeWelcoming.com**.



RESOURCE 1

Key Terms and Concepts

RESOURCE 2

Gender Equity Over Time

RESOURCE 3 Pay Equity

We will begin by defining key terms and concepts related to gender in the United States. The following terms have been defined specifically to fit the context of this course, and will be used to enhance your understanding of the course topic.



SEX

Identity assigned at birth, based on conformity with certain biological markers — like chromosomes, reproductive organs, or genitalia — designating an individual as "male," "female," or "intersex" (a person with traits that do not match conventional definitions of male or female).



PATRIARCHY

A system in which power, social control, material wealth, and social status accumulate to men over women, granting men privileges, entitlements, expectations, and greater rewards and benefits. Patriarchy exists around the world in family structures and other major social institutions.



GENDER

A set of cultural meanings, expressions, and roles associated with but not limited to biological sex. This entails social norms, attitudes and activities that society deems more appropriate for one sex than another. Gender is expressed through a series of traits, behaviors, and performances associated with one's gender identity.



INTERSEX

A person who is born with a reproductive or sexual anatomy that does not fit into strict social categories of male or female. This may refer to chromosomal, genital, or other differences.



CISGENDER

A person whose gender identity and expression align with the sex to which they were assigned at birth.



SEXISM

The body of individual, institutional, and societal beliefs and practices that privileges men and subordinates women. Sexism promotes the idea that one gender is superior or has a higher status than other genders, which can lead to discrimination.



TRANSGENDER

A person whose gender identity and/or expression does not align with the sex and gender they were assigned at birth. "Transgender" can encompass a number of identities related to gender nonconformity, including, but not limited to, genderqueer and non-binary.



GENDER BINARY

A system that constructs gender as two distinct and oppositional categories—boy/man versus girl/ woman. (Both cisgender and transgender people can have a binary gender identity.)



MISOGYNY

The hatred of women, as demonstrated by acts and statements that assume the inferiority of women, whether overtly or casually/dismissively. (Misogyny applies to both cisgender and transgender women.) workplace, and laws barring discrimination in housing and employment.



GENDER IDENTITY

How one identifies one's own gender, including gender expression and identifying terms like pronouns. For many, gender identities align with physical sex characteristics (hormones, chromosomes, genitalia) and societal norms (gender assignment, gender roles, etc). For others, gender identity does not match up with these.

Summary: Bias of any kind generally stems from ignorance about situations different from the norm, which can lead to prejudice against an individual, class, gender, or race. These key terms will help you understand and demystify the "unknown," as well as give a glimpse of the trauma that certain groups of people still endure due to bias.

Western cultural shifts around gender identity and social norms are rooted in women's movements for social change. From the revolutionary wars of the 18th century through political and social organizing throughout the 19th century to today, there are diverse histories of women's rights movements around the world. Women's political organizing has led to these efforts paved the way for innovations in research and social policy around gender and inequality, as well as shifts in cultural attitudes and social norms that impact our everyday lives.

Below is a timeline of important events in the history of United States women's movements that highlights the political organizing efforts and achievements of women.

IMPORTANT EVENTS IN THE HISTORY OF UNITED STATES WOMEN'S MOVEMENTS (1777-2017)

1848 •

At Seneca Falls, New York, 300 women and men sign the "Declaration of Sentiments," a plea for the end of discrimination against women.

1869 •

The first organizations committed to women's right to vote forms. Elizabeth Cady Stanton and Susan B. Anthony created the National Woman Suffrage Association (NWSA), which directed its efforts toward changing federal law and opposed the 15th Amendment on the basis that it excluded women. Lucy Stone, a one-time Massachusetts antislavery advocate and a prominent lobbyist for women's rights, formed the American Woman Suffrage Association (AWSA). They later merged in 1890 to form the National American Woman Suffrage Association (NAWSA) out of which formed the League of Women Voters.

1903 •

1918 •

Mary Dreier, Rheta Childe Dorr, Leonora O'Reilly, and others form the Women's Trade Union League of New York, an organization of middle-and working-class women dedicated to unionization for working women and to woman suffrage. This group later became a nucleus of the International Ladies' Garment Workers' Union (ILGWU).

Margaret Sanger, two years after opening a birth control clinic in Brooklyn, wins her suit in New York to allow doctors to advise their married patients about birth control for health purposes. The clinic,

along with others, becomes Planned Parenthood in 1942.

The League of Women Voters gained their first national legislative success with the passage of the Sheppard-Towner Act, providing federal aid for maternal and child care programs.

• 1777

All states pass laws which take away women's right to vote.

1868

The 14th Amendment is ratified by Congress, which extends to all citizens the protections of the Constitution against unjust state laws. This Amendment was the first to define "citizens" and "voters" as "male."

1890

The first state (Wyoming) grants women the right to vote in all elections.

1896

Mary Church Terrell, Ida B. Wells-Barnett, Margaret Murray Washington, Fanny Jackson Coppin, Frances Ellen Watkins Harper, Charlotte Forten Grimké, Anna Julia Cooper and former slave Harriet Tubman meet in Washington, D.C. to form the National Association of Colored Women (NACW).

1916

Jeannette Rankin, of Montana, is the first woman to be elected to the United States House of Representatives.

1920

The Nineteenth Amendment to the Constitution is ratified, ensuring the right of women to vote.

1963 •

The Equal Pay Act is passed by Congress, promising equitable wages for the same work, regardless of the race, color, religion, national origin or sex of the worker.

1966

The National Organization for Women (NOW) is founded by a group of feminists including Betty Friedan and Rev. Pauli Murray, the first African-American woman Episcopal priest. The largest women's rights group in the United States, NOW seeks to end sexual discrimination, especially in the workplace, by means of legislative lobbying, litigation, and public demonstrations.

1969

The first national Chicano youth conference convened in Denver, CO which sparked the formation of the Chicana feminist movement through the debates of the Women's Caucus. These debates led to the Mujeres Por La Raza Conference, the first Chicana women's conference attended by over 600 Chicanas.

1974

Housing discrimination on the basis of sex and credit discrimination against women are outlawed by Congress. The Supreme Court rules it is illegal to force pregnant women to take maternity leave on the assumption they are incapable of working in their physical condition.

1978

The Pregnancy Discrimination Act bans employment discrimination against pregnant women.

1986 •

The United States Supreme Court held that a work environment can be declared hostile or abusive because of discrimination based on sex, an important tool in sexual harassment cases.

1994 •

The Violence Against Women Act (VAWA) funds services for victims of rape and domestic violence and allows women to seek civil rights remedies for gender-related crimes. Six years later, the Supreme Court invalidates those portions of the law permitting victims of rape, domestic violence, etc. to sue their attackers in federal court.

2013 •

The ban against women in military combat positions is removed, overturning a 1994 Pentagon decision restricting women from combat roles.

1955

The Daughters of Bilitis (DOB), the first lesbian organization in the United States, is founded. Although DOB originated as a social group, it later developed into a political organization to win basic acceptance for lesbians in the United States.

1964

Title VII of the Civil Rights Act passes, prohibiting sex discrimination in employment. The Equal Employment Opportunity Commission is created.

1967

President Lyndon B. Johnson signs an executive order prohibiting sex discrimination by government contractors and requiring affirmative action plans for hiring women.

1972

Title IX of the Education Amendments prohibits sex discrimination in all aspects of education programs that receive federal support.

• 1973

Landmark Supreme Court ruling Roe v. Wade makes abortion legal. The Supreme Court in a separate ruling bans sex-segregated "help wanted" advertising.

1976

The first marital rape law is enacted in Nebraska, making it illegal for a husband to rape his wife.

1981

Sandra Day O'Connor becomes first woman to serve on the Supreme Court.

1992

The Year of the Woman: Following 1991 hearings in which lawyer Anita Hill accused Supreme Court nominee Clarence Thomas of sexual harassment, record numbers of women are elected to Congress, with four women winning Senate elections and two dozen women elected to first terms in the House.

2009

The Lily Ledbetter Fair Pay Restoration Act allows victims, usually women, of pay discrimination to file a complaint with the government against their employer within 180 days of their last paycheck.

2017

The United States Congress has a record number of women, with 104 female House members and 21 female Senators, including the chamber's first Latina, Nevada Sen. Catherine Cortez Masto.

RESOURCE 3 Pay Equity

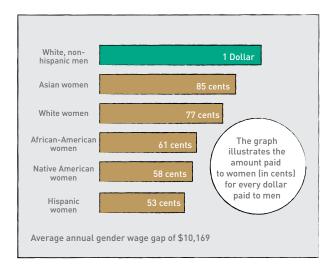
Although women have made strides in the workplace, disparities continue to exist. In this section, we consider the challenges faced by women in the workplace. From workplace harassment to being constantly interrupted or talked over in meetings, women are less likely to be promoted to leadership positions, seen as equally competent as their male peers, or paid at the same level as their male peers.

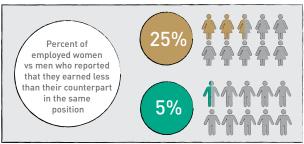
What is the Gender Wage Gap?

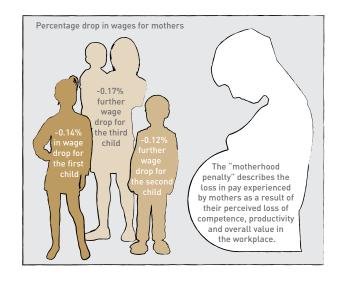
The gender wage gap, or the gender pay gap, is a calculation of the difference between men's and women's average earnings across an organization, industry or labor market.

Do women and men experience earnings inequality based on other identity factors?

Across every occupation, profession, and career path, gendered and racialized pay gaps exist. This means that there are disparities and differences between pay based on race and gender, even when people are in the same profession with the same level of experience. This phenomenon has been widely studied and shows little signs of stopping. In part this is because it is a result of both systemic and individual biases. The way that an individual's work is rewarded in the workplace varies widely, and can be subject to individual assumptions. Promotion and hiring decisions are affected by certain gender and race-based stereotypes that continue to play out in almost every profession.







Reference the links below for additional information

COURSE AUTHORS



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Jessica Solyom, Ph.D., received her doctorate in Justice and Social Inquiry from Arizona State University. She has worked in research, program development, and program evaluation for postsecondary institutions in promoting diversity in curriculum, pedagogy, and classroom management for over 10 years. Her research focuses on diversity, belonging, and justice. Her scholarly publications have explored the justice-related struggles of historically underrepresented students including explorations of race and gender in student leadership, persistence for students of color in predominantly white postsecondary settings, and education rights activism among Indigenous college students. She is currently an Associate Research Professor and teaches courses on Research and Inquiry, Critical Race Theory, and Indigenous Knowledge Systems. Dr. Solyom serves as a mentor at the Center for Indian Education (ASU) in preparing and training rising students of color as community embedded researchers and servant-leaders.



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Jeremiah Chin, J.D. Ph.D., graduated from Arizona State University in 2016 with a JD from the Sandra Day O'Connor College of Law and a PhD from Justice and Social Inquiry in the School of Social Transformation. His research focuses on the intersections of race, law, and science—particularly in the Supreme Court. His dissertation looked at the role of social science data in Supreme Court opinions on Affirmative Action and Fair Housing, uncovering the interplay between Amicus Briefs, data and opinions of the Court. Currently, he is a postdoctoral research fellow at the Center for Indian Education, with research looking at the School to Prison Pipeline, the intersection of Race and Indigeneity, and importantly, co-creating a Critical Legal Preparation Program that would seek to create a pipeline to law school for underrepresented and first-generation students.



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Mako Fitts Ward teaches in the School of Social Transformation at Arizona State University. Her research focuses on intersectional, feminist analyses of hip-hop cultural production and community organizing. Dr. Ward has been a contributing blogger for Ms. and Huffington Post and has published popular and scholarly essays on body ethics and aesthetics among women of color, media and gender images, women in hip-hop, gentrification and cultural displacement and Black women's social movement organizing in the early 20th century. Dr. Ward teaches courses on intersectionality, hip-hop culture, sports and society, ethnic studies, the African diaspora, and women's social movements and race.