

Unit 9

Career Choices: Empower Women in the Workplace

Women have entered the paid labor force in massive numbers in the twentieth century. In 1920, women accounted for less than 20 percent of workers in the United States economy. By 2001, women comprised 46.6 percent of the total United States workforce, and our numbers in the paid labor force are still growing. (See Chart 1.) Women are increasingly exercising their *Career Choices*.

As women choose to enter careers previously closed to them and struggle to end the sexual harassment and discrimination that plagues many workplaces, women are redefining more than their own lives. Women change more than office dynamics and misconceptions about a “woman’s place” when they enter the workforce; they affect the very nature of their fields. Working women have redefined knowledge in every discipline from physics to policing. Therefore, understanding women’s historical and growing involvement in the workplace is central to understanding their choices in all other realms.

Reading this unit, you will first gain an understanding of sex discrimination in the workforce as it exists today. Next, you will learn about the most important federal legislation affecting women in the workplace. Finally, the unit offers an introduction to some of the most exciting feminist careers for young people to enter.

Working to achieve equality for women in *Career Choices*, your Leadership Alliance is simultaneously working to expand all other areas of choice for women. Women in positions of influence, in the workplace and elsewhere, have always pushed for further opportunity. By learning about the progress women have made on the job, identifying that which still remains to be done, and exploring how you can advance the status of working women, you are preparing to expand women’s choices beyond this campaign.

Sex Discrimination in Employment and Policy Remedies

THE GENDER SEGREGATED WORKPLACE AND AFFIRMATIVE ACTION

Although the number of women in the workforce has increased dramatically in recent decades, a majority of women workers remain segregated in some of the lowest paid, lowest prestige occupations. One-third of all women workers are employed in low-paying jobs. Globally, women receive no wages for 66% of their work (AFL-CIO). Women of color are disproportionately crowded into some of the lowest

paying traditionally female jobs (U.S. Department of Labor, Women’s Bureau, “Worth More”).

While most women continue to experience **occupational segregation**, larger numbers of women are now entering non-traditional fields than ever before. **Non-traditional occupations** are those in which women comprise 25 percent or less of total employment (Women’s Bureau, “Hot Jobs”). These jobs tend to offer higher wages than traditionally female jobs. Between 1980 and 2000, the percentage of women physicians increased from 11.6% to 24%. (American Medical Association).

From 1971 to 1999, the percentage of women practicing law increased from 3% to 28.5% (USLAW.com, ABAWomenJustice.html).

The numbers of women firefighters, police officers, and construction workers also increased substantially in the 1970s and 1980s (FMF, “Affirmative Action”). But women’s numbers in these traditionally

male occupations were so tiny to start out with that women still comprise only 2.8% of firefighters, 12.7% of police officers, and 3.5% of construction workers (Women’s Bureau, “Non-traditional Occupations for Women in 2001”).

The entry of women into traditionally male-dominated fields has been made possible by affirmative action. **Affirmative action programs** in both education and employment have opened workplace doors for women of all colors who historically have been excluded from better-paying and high-status jobs, making it possible for women to enter employment in professional, managerial, and blue-collar fields. Affirmative action programs seek to remedy past discrimination against women and people of color by increasing the recruitment, promotion, retention, and on-the-job training opportunities in employment and by removing barriers to admission to educational institutions. Because of the long history of discrimination based on sex and race, most affirmative action programs have been directed towards improving employment and education opportunities for women and people of color. (FMF, “Origins”).

Affirmative action strategies include expanding the pool of job or admission applicants through recruitment efforts which reach outside of traditional channels, such as posting job notices in places where women and minorities are more likely to see them. In employment, affirmative action programs also seek to increase on-the-job training opportunities that are related to occupational mobility within workplaces. In some cases, affirmative action programs have been instituted by law, government regulation, or court decree. In other cases, employers have established affirmative action programs voluntarily to increase the pool of qualified applicants and to diversify their workplaces. (FMF, “Origins”).

Chart 1 ■ Women and Men in the U.S. Labor Force, 1948–1996

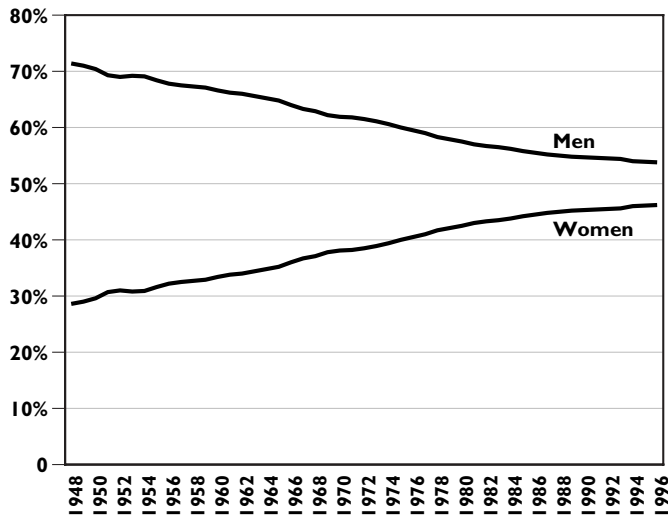
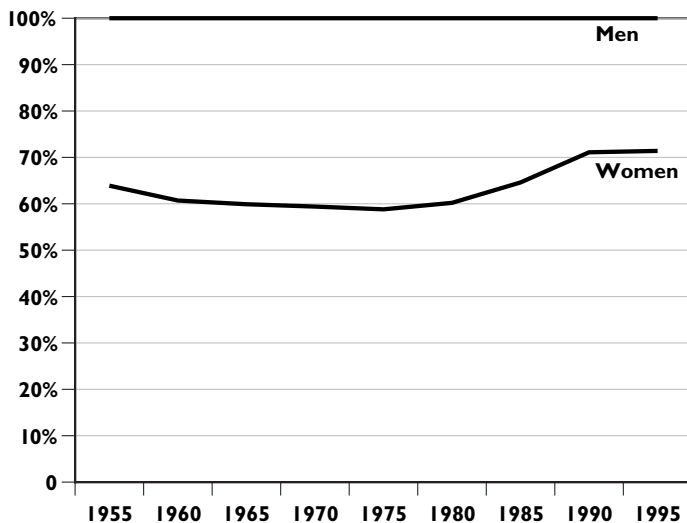


Chart 2 ■ The Wage Gap Among Full-Time Workers, 1955–1995



THE WAGE GAP

The **wage gap**, the difference between the earnings of women and men, has narrowed slightly in recent decades, but continues to shortchange women workers. Until the early 1980s, women's earnings hovered below 60% those of men, when comparing full-time workers of both sexes. The ratio of women's annual earnings to men's (for full-time, year-round workers) increased gradually during the 1980s and early 1990s, reaching a high of 74.2% in 1997, and falling slightly to 73% in 2000 (National Committee on Pay Equity). In other words, the average working woman in the United States now earns only 73 cents for every dollar earned by a man. (See Chart 2.) Over a lifetime, the wage gap adds up – the average working woman loses about \$523,000 due to inequitable pay practices (AFL-CIO).

Some economists have attempted to dismiss the seriousness of pay inequity in the United States, claiming that women are paid less than men because women have less education and experience or choose to work fewer hours in less ambitious jobs. Recent research has revealed that these factors fail to explain the enormous gap between the earnings of women and men. These studies indicate that the wage gap cannot be fully explained without examining the financial impact that sex discrimination has on women's wages. It is because of sex discrimination that traditionally female jobs, which account for the majority of women workers, are undervalued and consequently underpaid. In our society, certain jobs pay less precisely because they tend to be occupied by women.

While the wage gap has narrowed somewhat over the past several decades, the reasons for the improvement in the status of women's wages are a subject of controversy. Many economists argue that the declining real (inflation-adjusted)

Society Still Devalues Historically Female Jobs

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President Bill Clinton proclaimed April 11, 1996 "National Pay *Inequity* Awareness Day." Why April 11? Because the average woman in a full-time job would need to work all of 1995, then continue working until April 11, 1996 to match what the average man earned in 1995.

In 1994, women working full-time and year-round averaged 72 cents for each dollar that men earned. In 1996, according to the Women's Bureau of the U.S. Department of Labor, the average full-time executive, managerial, or administrative woman earned only 67 cents to a man's dollar.

What do these pay differences add up to? The National Committee on Pay Equity estimated that in 1996 alone working women lost almost \$100 million. Over her lifetime, the average working woman loses about \$420,000 due to inequitable pay practices.

The wage gap between women and men declined significantly from 1975 to 1995, largely because of a drop in the average real wages of men. The most recent statistics indicate, however, that the gap is widening again. *The New York Times*, in a front-page article on September 15, 1997, cited new figures which show that the wage gap has actually increased since 1995.

Some scholars argue that the difference in wages between the working woman and the working man is a function of the different characteristics each brings to the labor market and of the different types of jobs each tends to hold. The evidence suggests otherwise. A 1982 report of the National Research Council of the National Academy of Sciences found that between one-third and one-half of the wage difference between women and men cannot be explained by differences in their education or experience or in the requirements or responsibilities of the jobs they hold. Instead, the council concluded that what might be called the "femaleness" of a job gets taken into account when setting standards of compensation: not only do women do different work than men, but the work women do is paid less and the more an occupation is dominated by women, the less it pays. "Femaleness" actually lowers the wage rate of a job, independent of any other characteristics of that job.

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When wages of specific historically female and historically male jobs are compared, the impact of “femaleness” is striking. Mail carriers earn almost \$10,000 more a year than kindergarten teachers. In one firm that was studied, bank tellers earned over \$4,000 a year less than shipping clerks. Licensed practical nurses earn \$4,200 a year less than photographers, even though the two jobs were evaluated as equally complex.

Job Evaluation

Job evaluation is the institutional mechanism by which sex gets into your paycheck.

Over two-thirds of all employers use some form of job evaluation to establish and justify their wage structure. Job evaluation is a set of procedures for systematically ordering jobs as more or less complex for the purpose of paying wages. Jobs are described and assessed in terms of their characteristics—usually grouped as relevant skills, degree of effort required, amount of responsibility, and extent of undesirable working conditions. Wage rates are based on these assessments of job content.

These traditional job evaluation systems were developed at a time when “Help Wanted” ads were still divided into “Help Wanted – Male” and “Help Wanted – Female.” Not surprisingly, they are built on assumptions about job complexity that are saturated with gender bias.

Four major sources of gender bias remain in virtually every traditional job evaluation system available to employers today:

First, the content of jobs historically performed by women has been ignored or taken for granted. To be paid for performing a job skill or responsibility requires recognition that it is part of the job. In most job evaluation systems, working with mentally ill or retarded persons is not treated as a stressful working condition, which working with noisy industrial machinery is.

Second, job content is perceived on the basis of gender stereotypes. Evaluation systems confuse the content of the job with stereotypic ideas about the typical jobholder.

Margaret Mead and other anthropologists have suggested that the value of an activity may be lowered simply by its association with women. Social psychological experiments confirm these cultural observations. Why else would a dogcatcher’s work be viewed as more complex than the work of a nursery school teacher in the U.S. Department of Labor’s *Dictionary*

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wages of men, rather than the increasing wages of women, may be responsible for most of the change in the wage gap.

According to feminist economist **Heidi Hartmann**, anywhere from half to three quarters of the closing of the wage gap was a result of men’s falling wages (Lewin 1).

Women workers from all racial groups are affected by the wage gap. In every racial category, women are on average paid less than men of the same race.

However, women of color are disproportionately affected by the wage gap because race, as well as sex, affects a worker’s wages. Census data from 2001 shows that African-American and Hispanic women and men earn less than white men do. (National Committee on Pay Equity).

Women of color experience a “double negative” effect because they experience wage discrimination on the basis of both their race and their sex. Thus, women of color earn less than both white women and men of the same race (IWPR).

The wage gap also varies according to age. Younger working women have come closest to matching men’s pay levels. In 2000, women in the 16-24 age group earned 91% of men’s wages. The ratio of women’s to men’s annual earnings declined in each successive age category, with women ages 45-54 earning only 73% of the wages of men in the same age group (International Union, United Automobile, Aerospace and Agricultural Implement Workers of America).

SEXUAL HARASSMENT

While **sexual harassment** has been a pervasive problem for women throughout history, it is only in the past decade that feminist litigators have won the definition of sexual harassment as a form of sex discrimination and women have come forward in droves to demand remedies and institutional change.

Sexual harassment encompasses a range of unwanted behaviors including, but not limited to:

- Leering
- Sexual innuendo
- Comments about women's bodies
- Pressure for dates
- "Accidentally" brushing sexual parts of the body
- Graphic descriptions of pornography
- Displaying pornography in the workplace
- Lewd and threatening letters
- Unwelcome touching and hugging
- Sabotaging women's work
- Obscene phone calls

Recent studies reveal that on-the-job sexual harassment is a common experience for many working women. In a review of several surveys on sexual harassment in the workplace, 42 to 90% of working women surveyed reported that they had encountered some form of sexual harassment on the job (Summers 260). The 1994 Merit Systems Protection Board Study of sexual harassment noted that women in traditionally male-dominated occupations such as construction, policing, and the military are more likely to be harassed. Other studies have found that harassment is more commonly found in female-dominated workplaces where the majority of women earn low wages and the management is predominantly male (FMF, "Sexual Harassment").

Sexual harassment is usually about power, not sex, and is a method used to humiliate and control. Harassment can have severe physical, psychological, and economic consequences for the women

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of Occupational Titles until recently?

Third, the content of women's work is recognized but, by definition, assumed to be less complex than that found in male jobs.

Compensation systems reward any type of financial responsibility. Few systems recognize as complex (and thus as valuable for purposes of compensation) responsibility for the care of troubled, sick, or dying patients. Most clerical positions are rated as being considerably less complex than entry-level craft work. Requirements such as knowledge of grammar, ability to compose correspondence, ability to perform several tasks simultaneously, and knowledge of organizational shortcuts are not considered when measuring the skills necessary to perform clerical work. Craft jobs, by contrast, are treated as requiring certain types of "specialized knowledge." No rationale is offered for these definitions. But their consequences for the wages paid for historically female work are obvious.

Fourth, some job evaluation systems treat content associated with female jobs in a way that actually lowers wages. The work is negatively valued. The more an incumbent is required to perform the content, the less the incumbent earns.

One study of the effect of "femaleness" on wages found that working with difficult clients actually lowered pay independent of other job content. Another study of a major university found that staff who worked with students actually lost pay for that specific aspect of their job.

Toward Pay Equity

How, then, can we remove sex from our paychecks? Certainly, it will take more than presidential proclamations in election years. It will also not happen only as a result of affirmative action, as important a goal as that is. Not all women are interested in moving into male occupations. We need competent and fairly paid employees to manage our offices, teach our children, nurse our sick.

In the late 1970s and throughout the 1980s, pay equity, also known as equal pay for work of comparable worth, emerged to address the wage discrimination that results from biased compensation practices. Pay equity broadens the earlier policy of Equal Pay for Equal Work. The 1963 Equal Pay Act prohibits employers from paying different wages to men and women who are doing the same or essentially the same work. Pay equity requires, instead, that dissimilar work

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of equivalent value to the employer be paid the same wages. It corrects the historical practice of paying less for equally valuable work performed by women.

By the end of the 1980s, all but five states had at least investigated gender differentials in their civil service pay scales. Over 50 municipalities, 25 counties, 60 school districts, and almost 200 public colleges and universities were the focus of pay equity campaigns. According to the National Committee on Pay Equity, 30 states have undertaken some form of pay equity reform. The Institute for Women's Policy Research estimates that about \$527 million was disbursed by 20 state governments to correct wage discrimination.

Yet, even with these gains, gender bias remains pervasive in almost all compensation packages available to employers. To correct for this continued wage discrimination, some feminist social scientists, including myself, have designed Gender Neutral Job Comparison Systems. The new systems measure more accurately and positively value the invisible skills associated with historically female jobs, their responsibilities, the mental, visual, and emotional effort required, and the undesirable working conditions associated with them. Emotional effort, for example, is treated in terms of the intensity of effort required to deal directly with the needs of clients, patients, customers, citizens, and coworkers in assisting, instructing, caring for or comforting them. Dealing with clients who are unpredictably hostile or confused or discussing death with the terminally ill and their families is defined as requiring more emotional effort than dealing with the needs of a client who is blind or hard of hearing.

With the availability of Gender Neutral Job Evaluation, achieving pay equity becomes less a technical than a political challenge. Its success will hinge on the efforts of working women and the organizations that represent them to press for fair pay. One study found that implementing pay equity is a more effective strategy for moving working women out of poverty than raising the minimum wage.

Achieving pay equity would not only put \$1,500 to \$5,000 per year more in the paychecks of those performing historically female jobs, it would also make visible and positively reward the productive contribution of work historically associated with women. Women and men who earn more equal wages could form more equal relationships and share more equitably in family work.

Pay equity is a matter of economic equity. It is a matter of political and social power. It is, above all, a matter of simple justice. ■

who experience it. According to the National Council for Research on Women, women are 9 times more likely than men to quit their jobs, 5 times more likely to transfer, and 3 times more likely to lose jobs because of harassment (FMF, "Sexual Harassment").

Sexual harassment in the workplace is a form of sex discrimination and is prohibited by **Title VII of the Civil Rights Act of 1964**. The **Equal Employment Opportunity Commission**, the government body which enforces Title VII, issued a legal definition of unlawful sexual harassment in 1980. According to the EEOC's guidelines, "unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature constitutes sexual harassment when submission to or rejection of this conduct explicitly or implicitly affects an individual's employment, unreasonably interferes with an individual's work performance or creates an intimidating, hostile or offensive work environment" (Equal Employment Opportunity Commission). The Supreme Court approved the EEOC's sexual harassment definition in *Meritor Savings Bank v. Vinson* (1986), the first case dealing with sexual harassment to reach the Court. In *Meritor Savings Bank*, the Court also upheld the legality of bringing sexual harassment suits under Title VII.

Under the **Civil Rights Act of 1991**, workers who experience sexual harassment may sue for punitive and compensatory damages of up to \$350,000.

Feminist Careers

The feminist movement has not only opened doors for women to enter previously male-only fields – our movement has also created new jobs for feminists, many in career fields that had not yet been imagined

three decades ago. Although discrimination remains a powerful force against women in the work force, women now have more career choices than ever before.

Feminists are needed and can make a difference in many career fields. It would not be feasible to provide a comprehensive overview of all of these potential career paths, and multiple resources are available for learning about many of the more traditional career options. In this section, we highlight some career choices that you might not have considered before. These are jobs that have been created through the feminist movement, career fields that view a more egalitarian society as a primary purpose. While we can offer here only a brief survey of these careers for the socially conscious, we hope you will continue to envision career choices for feminists who want to make a difference in their everyday work.

COACHING/ATHLETIC ADMINISTRATION

Since the passage of **Title IX** in 1972, litigation or the threat of litigation has forced many high schools, colleges, and universities to increase their levels of funding for women’s programs. As more dollars have flowed into women’s athletic programs, coaching and administering women’s athletics has become far more lucrative. Coaching and administration positions in women’s athletic programs were once underpaid and dominated by women. The impact of Title IX has led to fairer compensation for the people who coach and administer women’s sports. However, the increased pay and prestige in women’s athletics has made these job opportunities more attractive to male candidates.

Across the country, male coaches and administrators have stepped into leadership roles in women’s athletics. The statistics are discouraging – by 1990, 84.1% of women’s

Laws and Executive Orders Affecting Women and Work

The following is an overview of *federal* nondiscrimination laws and executive orders that affect women and work. This list provides only a very brief introduction to nondiscrimination laws – a large literature exists on this subject. Each state also has its own laws, which vary widely in strength. During the past four decades, there has been some progress at the federal level towards more effective and comprehensive nondiscrimination policies. However, the federal laws that now exist are still pitifully inadequate. They are weak and include many loopholes. While the current nondiscrimination laws have helped many women and people of color, it is important to realize that **there is no blanket federal guarantee that protects all workers against discrimination.**

The **Equal Pay Act of 1963** forbids an employer from paying women and men who work in the same place differently for jobs requiring equal skill, effort, and responsibility. The Act has been interpreted narrowly by the courts as mandating only equal pay for the *same* work. Thus, the law does not apply to men and women who work in different jobs that require equal skill, effort, and responsibility.

Title VII of the Civil Rights Act of 1964 prohibits employment discrimination on the basis of race, color, religion, sex, or national origin by any labor union or employer with more than fifteen employees. The Equal Employment Opportunity Commission (EEOC) was established to enforce Title VII, although the agency only began to enforce the sex discrimination prohibition in the late 1960s and only after intense pressure from women’s organizations.

Executive Order 11246, signed into law in 1965 by President Johnson, barred discrimination on the basis of race, color, religion, or national origin in federal employment and in employment by federal contractors and subcontractors.

The Order requires executive departments and agencies to “maintain a positive program of equal opportunities.” Further, the Order requires federal contractors and subcontractors to “take affirmative action to ensure that applicants are employed, and that employees are treated during employment without regard to their race, creed, color, or national origin.” Specific actions, outlined in the Order, include upgrades, transfers, recruitment, compensation, and training.

In 1967, **Executive Order 11375** expanded Executive Order 11246 to include women. Women’s groups,

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intercollegiate athletic programs were headed by men and more than 30% of women's programs had no women at all in their administration. Almost 53% of the people coaching women at the high school and college levels are now men. Men have also maintained their monopoly over men's athletic teams, continuing to coach over 99% of men's college teams (Nelson 159).

In order for women to reach equality with men in coaching and athletic administration, women will have to both regain lost influence in women's athletics and begin to enter positions of authority in men's athletics.

RESOURCES

National Association for Girls and Women in Sport – 1900 Association Drive, Reston, VA 22091 phone: (703)476-3452

web: <http://www.aahperd.org/nagws/template.cfm#>

Women's Sports Foundation: Eisenhower Park, East Meadow, NY 11554
phone: (800)227-3988
web: <http://www.womenssportsfoundations.org>

FEMINIST NONPROFITS

Hundreds of feminist, pro-choice, and progressive organizations work for equality at the local, state, national, and international levels. These organizations include both single issue (e.g. **National Coalition Against Domestic Violence, NARAL**) and multi-issue (e.g. **The Feminist Majority, National Organization for Women**) groups. Feminist nonprofits utilize a variety of strategies including research, lobbying, grassroots community organizing, and electoral work to get their message out to the public and often work in coalition with each other.

There are also feminist service organizations, such as the **YWCA, Planned Parenthood Federation of America**, and community women's centers around the country. These organizations offer a variety of resources for women including health care, counseling for women who are going through difficult life transitions (such as divorce or entering the workforce), and services for women who are victims of domestic violence and sexual assault.

RESOURCES

Feminist Majority Foundation, Feminist Internet Gateway –
web: <http://www.feminist.org/gateway/>

LAW

The simultaneous growth of the feminist movement and entry of large numbers of women into legal practice has produced many routes through which feminist attorneys can further women's

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however, did not gain enforcement of the sex discrimination provisions until 1973.

The **Pregnancy Discrimination Act of 1978** is an amendment to Title VII of the Civil Rights Act of 1964. The Act states that discrimination on the basis of pregnancy, childbirth or related medical conditions is a form of sex discrimination, and is illegal under Title VII.

The **Civil Rights Act of 1991** allows victims of sex discrimination and sexual harassment to sue for punitive and compensatory damages under Title VII, up to a cap of approximately \$350,000. It should be noted that a legal cap on the amount of punitive and compensatory damages that can be awarded to a victim of employment discrimination *does not exist* for race discrimination cases, only for sex discrimination cases.

The **Family and Medical Leave Act of 1993** provides workers in businesses with more than 50 employees up to 12 weeks of unpaid leave each year to care for a newborn, a newly adopted child, or a seriously ill family member; or for the serious illness of the employee. The right to take unpaid leave applies equally to female and male workers. Upon return to work, the employee must be restored to the original or an equivalent position with equivalent benefits, pay, and other terms and conditions of employment. ■

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rights. There are now approximately 20 women's legal defense funds around the country that focus exclusively on sex discrimination cases. These law centers have won many of the critical precedent setting women's rights cases at the U.S. Supreme Court and state supreme court levels in the past three decades.

Feminist lawyers also work for women's rights in a variety of other settings – as plaintiff attorneys working for unions or law firms on employment discrimination cases; as feminist legal scholars; as family lawyers working on divorce, domestic violence, and child support cases; as government attorneys working to enforce anti-discrimination laws; and in many other types of legal practice. Many large law firms now include a pro-bono section and hire attorneys to work primarily on public interest cases.

RESOURCES AMERICAN BAR ASSOCIATION, COMMISSION ON WOMEN IN THE PROFESSION – 750 NORTH LAKE SHORE DRIVE, CHICAGO, IL 60611 | PHONE: (312)988-5668
WEB: <http://www.abanet.org/women/home.html>

Feminist Majority Foundation, Women's Legal Advocacy Groups—
web: <http://www.feminist.org/gateway/womenorg.html#advocacy>

POLICING

Twenty years of research on women in law enforcement reveals that women police officers perform better than their male counterparts at diffusing potentially violent situations and are less frequently involved in incidents in which excessive force is used. Increasing the numbers of women on police departments measurably reduces police violence and improves police response to domestic violence, a crime which accounts for as many as half of all

911 emergency calls to police. Research has also indicated that women police officers are more effective in developing positive police-community relationships.

Despite the strong case for equal numbers of women and men on police forces, women are severely underrepresented in policing. Women comprise less than 11.2% of sworn officers nationwide and are currently concentrated in the lowest ranks of police departments. Affirmative action programs have been implemented in police departments around the country due to pressure from women's and civil rights groups. These programs are slowly opening the law enforcement field to women. While gender integration in policing has occurred too slowly thus far, as police departments nationwide respond to community pressure to use community policing and reduce police violence, opportunities for women to enter careers in law enforcement will continue to increase (FMF, National Center for Women in Policing, "About Us").

RESOURCES

National Center for Women and Policing –
 433 S. Beverly Drive Beverly Hills, CA 90212 phone: (310)556-2500 Director:
 1600 Wilson Blvd. Suite 801 Arlington, VA 22209 (703)522-2214
 email: womencops@feminist.org
 web: <http://www.womenandpolicing.org>

POLITICS

In 2002, women elected officials accounted for only 13.6% of the U.S. Congress (14% of the Senate and 13.6% of the House of Representatives) and 27.7% of state legislators (Center for the American Woman and Politics, <http://www.rci.rutgers.edu/~cawp/Facts.html>). Women of color accounted for 27.4% of the

73 women in Congress and 16.9% of the 1680 women officials in the state legislatures. (CAWP). Much progress is clearly needed in order for women to hold 50% of decision-making offices in this country.

In order for women to win more elective offices, more women candidates need to run for office! There is a particularly great need for young women candidates. The average age of women running for office for the first time is the mid-40s, while the average age for men is the mid-to late-20s (Feminist Majority 13). Because men begin running for office earlier and hold public office for more years, they are able to accumulate more seniority (and thus more political power) than women officials. Thus, women candidates must begin running for public office in larger numbers and at younger ages in order for women to achieve equal political power.

As more women and feminists run for elective offices, they will create demand for feminist political consultants, campaign managers, researchers, and pollsters to support their progressive campaigns.

RESOURCES

Center for the American Woman and Politics – Eagleton Institute of Politics, Rutgers University, New Brunswick, NJ 08901 phone: (732)932-9384
email: cawp@rci.rutgers.edu
web: <http://www.rci.rutgers.edu/~cawp/>

EMILY's List – 805 15th Street, NW, Suite 400, Washington, DC 20005
phone: (202)326-1400
web: <http://www.emilyslist.org>

National Women's Political Caucus (NWPC) – 1630 Connecticut Ave, NW, Suite 201, Washington, DC 20009
phone: (202)785-1500
web: <http://www.nwpc.org>

NOW/PAC – 1000 16th Street, NW, Suite 700, Washington, DC 20090-6824
phone: (202)331-0066
web: <http://www.nowpacs.org/>

Women's Campaign School at Yale – P.O. Box 686, Westport, CT 06881 phone: (800)353-2878 email: WCSyale@aol.com web: <http://www.wcsyale.org/index.html>

REPRODUCTIVE HEALTH

As has been detailed in the *Saving Choices* units, abortion clinic staffs provide essential health services for women who need them while working under the constant threat of anti-choice terrorism. As of 1996, there were 2,042 facilities providing abortion services in the United States (AGI, Family Planning Perspectives). In addition to these clinics, there are many other pro-choice clinics that do not perform abortions, but offer other essential reproductive health services. Clinics are in need of dedicated and trained feminist staff, including doctors, registered nurses and nurse practitioners, counselors, reproductive health educators, and administrative staff. A new generation of abortion providers and reproductive health care staff is needed to ensure that abortion and other reproductive health services are not only legal, but also accessible to all women.

RESOURCES

Abortion Clinics Online –
web: <http://gynpages.com>

Medical Students for Choice –
email: msfc@ms4c.org web: <http://www.ms4c.org>

National Abortion Federation – 1436 U Street, NW, Suite 103, Washington, DC 20009 phone: (202)667-5881
web: <http://www.prochoice.org>

National Coalition of Abortion Providers –
206 King Street, Alexandria, VA 22314
phone: (703)684-0055
web: <http://www.ncap.com>

Planned Parenthood Foundation of America – 810 7th Avenue, New York, NY 10019
phone: (212)541-7800
web: <http://www.ppfa.org>

VIOLENCE AGAINST WOMEN

In the past three decades, the women's movement has successfully brought national attention to the epidemic of violence against women in the United States and around the world. One significant outcome of the increased recognition of domestic violence and sexual assault has been the development of new resources for women who have experienced these crimes. Domestic violence shelters, rape crisis centers, violence against women hotlines, and legal resources are now available in every state. These services did not exist prior to the women's movement.

In 1994, women's organizations secured passage of the **Violence Against Women Act (VAWA)**, which provides the first real funding breakthrough for violence against women services. VAWA includes \$1.8 billion dollars to address issues of violence against women (National Organization for Women). Much of this funding has been divided among the states, and is being allocated to local organizations, such as law enforcement agencies, prosecutor's offices, and victim services organizations. With this money, these organizations have been able to offer their current staff additional training on issues of violence against women and hire new staff to work specifically on violence against women. A new section of the Department of Justice, the Violence Against Women Office, has also been added to administer the VAWA. In short,

the VAWA is promoting the growth of services for violence against women nationwide, thereby creating new jobs for feminists who want to serve victims of these violent crimes and work towards ending violence against women.

RESOURCES

Feminist Majority Foundation, 911 for Women – web: http://www.feminist.org/911/1_suppri.html

National Coalition Against Domestic Violence – National Office: P.O. Box 18749, Denver, CO 80218
phone: (303)839-1852.
Policy Office: P.O. Box 34103, Wash., DC 20043-4103
phone: (703)765-0339
web: <http://www.ncadv.org>

Rape, Abuse and Incest National Network – 252 Tenth Street, NE, Washington, DC 20002
phone: (202)544-1034
email: RAINNmail@aol.com
web: <http://feminist.com/rainn.htm>

Violence Against Women Office, U.S. **Department of Justice** – 950 Pennsylvania Avenue, NW, Room 5302, Washington, DC 20530
phone: (202)616-8894
web: <http://www.ojp.usdoj.gov/vawo/>

WOMEN-OWNED BUSINESSES

The rapid growth of women-owned businesses in the United States is currently transforming the face of the entire U.S. economy. Women-owned businesses are currently growing faster than the overall economy in the 50 largest metropolitan areas in the United States (National Foundation for Women Business Owners, "Women-Owned Firms"). Businesses owned by women of color are proliferating four times faster than the overall rate of business growth (NFWBO, "Minority

Women-Owned Firms”), and now account for 29 percent of women-owned businesses and 31 percent of minority-owned businesses (NFWBO).

In 2002, there were nearly 6.2 million majority-owned, privately held women-owned firms in the United States. Together, these businesses employed over 9.2 million people, one in five U.S. workers (NFWBO). Particularly encouraging is the fact that women-owned businesses are statistically more likely to remain in business than the average American firm. Of the women-owned firms in business in 1991, nearly three-quarters were still in business three years later, compared to only two-thirds of all U.S. firms (National Association of Women Business Owners).

RESOURCES

National Association of Women

Business Owners – 1100 Wayne Avenue, Suite 830, Silver Spring, MD 20910
 phone: (301)608-2590
 email: national@nawbo.org
 web: <http://www.nawbo.org>

Office of Women’s Business Ownership, U.S. Small Business Administration

– 409 Third Street, SW, Washington, DC 20416
 phone: (202)205-6673
 web: <http://www.sbaonline.sba.gov/financing/special/women.html>

WOMEN’S HEALTH

Until recently, women’s health was often neglected in medical research, in the provision of medical care, and in health professional education. In the past, most medical research on the detection, treatment, and prevention of disease studied men only – with the results generalized to women despite the differences in women’s and men’s bodies. Medical education has also historically followed a male model of

health and disease. For this reason, women’s unique needs have often not been addressed in the delivery of health care (U.S. Public Health Service, Office of Women’s Health, “Why a National Focus”).

A movement for the holistic treatment of women’s health in research, education, and delivery of care has developed within the medical community in response to the past neglect of women’s health. Women’s health has begun to be incorporated into medical school curricula, residency and fellowship programs. In 2002, there were 9 residency and 13 fellowship programs nationwide devoted exclusively to women’s health (Office of Women’s Health). In addition, significant medical research on women’s health issues ranging from osteoporosis to heart disease to breast cancer has been undertaken.

As women’s health continues to be incorporated into medical school curricula, residency programs, research, and medical practice, a new generation of feminist physicians has the opportunity to discover and utilize new knowledge about women’s health which will ultimately improve the physical and mental well-being of women everywhere.

RESOURCES

American Medical Association, Women

Physician Congress – 515 North State Street, Chicago, IL 60610
 phone: (312)464-5000
 email: wim@ama-assn.org
 web: <http://www.ama-assn.org/ama/pub/category/18.html>

American Medical Women’s Association

– 801 North Fairfax Street, Suite 400, Alexandria, VA 22314
 phone: (703)838-0500
 email: info@amwa-doc.org
 web: <http://www.amwa-doc.org>

Unit 9 ■ Career Choices: Empower Women in the Workplace

Office on Women's Health, U.S. Public Health Service – 200 Independence Avenue, SW, Room 730B, Washington, DC 20201 phone: (202)690-7650
web: <http://www.4woman.gov/owh/>

Society for the Advancement of Women's Health Research – 1828 L Street, NW, Suite 625, Washington, DC 20036 phone: (202)223-8224
web: <http://www.womens-health.org>

WOMEN'S STUDIES

Women's Studies programs (also known as Gender Studies and Feminist Studies) began to develop at four-year colleges and universities during the early 1970s, in direct response to the emerging women's movement. The first Women's Studies program was established at San Diego State University in 1970. In its first three decades as an academic discipline, Women's Studies has experienced tremendous growth. Although there is much work to be done to ensure the institutional security of Women's Studies programs, Women's Studies is proliferating at academic institutions nationwide and transforming the educational landscape. The number of faculty appointments in Women's Studies continues to grow.

By 1990, undergraduate programs in Women's Studies were in place at over 600 colleges and universities nationwide (National Women's Studies Association ii). Many institutions without formal programs in Women's Studies, including community colleges and high schools, also offer courses in Women's Studies. At the undergraduate level, Women's Studies is most

commonly incorporated into the curriculum as a minor, concentration, or certificate. However, Women's Studies is now being offered as an academic major on a growing number of campuses.

The recent growth in graduate level Women's Studies programs confirms what feminist scholars have known all along – that Women's Studies scholarship is not simply a “passing phase.” At last count, more than 100 universities offered graduate level work in Women's Studies (NWSA iii). These programs are currently educating the next generation of Women's Studies faculty and feminist scholars. As at the undergraduate level, Women's Studies is typically incorporated into M.A. and Ph.D. programs as a minor or concentration. However, autonomous graduate Women's Studies programs are growing in numbers.

Women's Studies is an interdisciplinary field which incorporates feminist perspectives from a variety of academic fields. As is the case in many other interdisciplinary programs, most Women's Studies faculty hold their graduate degrees and faculty appointments in traditional disciplines, while teaching classes that are jointly listed in their home department and Women's Studies.

RESOURCES

National Women's Studies Association – 7100 Baltimore Avenue, Suite 301, College Park, MD 20740
phone: (301)403-0525
email: nwsa@umail.umd.edu
web: <http://www.nwsa.org/>

Introduction

As soon to be college graduates, you are doubtless very interested in, and perhaps even nervous about finding a job after graduation and starting along your “career path.” In fact, the prospect of beginning to think about a career is often so daunting for college students, that they will go to all lengths to procrastinate job searching. But as you will learn through reviewing the suggested actions in this unit of the SAM, the first steps of researching career possibilities can be both exciting and inspiring. By working through your Leadership Alliance to dismantle the frustrating roadblocks students encounter as they begin the career searching process, and helping to introduce a host of new career possibilities in feminism, you will widen your own career prospects and those of your feminist peers.

An important first step before launching any of the suggested actions below, involves carefully examining your campus Career Center and determining what your resources are. Refer to your answers to the Career Center portion of the “Know Your Campus” survey from Unit I, as you may have all or most of the information you need already. If not, plan a trip to your career center with other Leadership Alliance participants. Below is a list of some questions your Leadership Alliance should try to answer while visiting the center.

- What special job listings, files, or books does your career center have for women and people of color in the workplace? What about resources devoted to non-profit or activist careers?
- Is there a staff member at the center who is particularly knowledgeable about feminist and activist careers? Are there women and people of color on the staff there?
- What is the process by which the Career Center accepts job listings? Do they screen the listings, seek them out, or accept all they receive? Do they include feminist friendly companies among the listings?
- Does your Career Center adhere to an Equal Employment Opportunity policy? Such a policy would require that all employers wishing to be listed or recruit through the Career Center not discriminate on any basis.

Based on the results of your inquiry, your Leadership Alliance may want to initiate some smaller actions in direct response to these findings. For example, if the career center does not have an Equal Employment Opportunity policy, urge them to adopt one. Write letters to the editor, circulate petitions, and publicize your cause. Additionally, if your center is short on feminist career information, formulate a list of books and web resources your career center should make available to students. Start with the resources listed at the end of this unit, and try to find additional resources pertaining to women and work, work and family, non-profit and pro-choice organizations, the glass ceiling, anti-discrimination laws, and sexual harassment in the workplace. Finally, if your Center has a web page, urge them to link to the Feminist Majority’s Career Center at <http://www.feminist.org/911/911jobs.asp>

While it is crucial that your Leadership Alliance start at your Career Center, you should by no means stop there! A tremendous amount of work can be done elsewhere in your campus community to empower feminists entering the workforce.

Feminist Career Fair

MAKE YOUR MOVE

Organizing a Feminist Career Fair involves inviting progressive and feminist non-profit organizations, women friendly businesses, and businesses that support affirmative action hiring policies to campus in order to recruit and provide information on their workplaces. Holding a feminist career fair as an alternative to the traditional career fair on your campus is a great way to publicize jobs in feminism and encourage progressive students to pursue nontraditional occupations.

PEOPLE POWER AND COMMITTEES

Three to six people will be needed to conduct this action. Consider assigning each person one or several career “areas” to research (i.e., engineering, law, activism, health care). That person is responsible for researching and contacting feminist businesses and non-profit organizations in a particular sector and inviting them to participate in the fair. In addition, you will need someone to take responsibility for reserving a location and date for the event, as well as all necessary equipment. Finally, heavily involve your PR Chair in the publicity of the event. All members of the event committee should be present to welcome and sign in the participants, help them set up and clean up, and to troubleshoot during the event.

MATERIALS AND EQUIPMENT

- Tables, chairs, and specially requested equipment (such as easels, VCRs, projectors) for each company or organization. If there is a cost involved in obtaining any specially requested equipment, ask the company to cover it. Make sure you ask well in advance what each company will need, so you can set up and label their area.
- At each table, provide extra folding chairs, tape, water, nametags, and a marker.
- Advertising posters and ads in the paper.
- If possible, set up a welcome and sign-in room with refreshments for all participating employers. This will require more tables, chairs, food, drinks, and utensils.

TIMELINE

Begin researching and contacting potential exhibitors at least two months in advance. Because exhibitors need to make travel arrangements well in advance, the sooner you can extend an invitation, the better. Be sure you have reserved your space before you confirm any visits.

BUDGET

This event is relatively inexpensive. However, the cost can vary widely from campus to campus, depending on your school’s policies on renting space, tables, and chairs. This equipment can be free or it may be quite costly. In addition to the cost of this equipment, your only other major costs should be advertisement and any reception food you decide to provide.

PUBLICITY

As always, refer to www.FeministCampus.org for good tips on publicizing an event. In addition to the usual publicity, you should work closely with your campus Career Center. Ask them to advertise your event on their website, in their newsletters or flyers, or as a part of any ads they might run. Moreover, make sure all the career counselors know about the event and are willing to tell their students about it.

HELPFUL HINTS

- Utilize student groups to help you contact businesses and organizations. For example, pre-professional women's groups might have contacts and be very willing and excited to help you organize the event.
- Utilize community activists and pro-choice supporters in the area and local alumni. Not only do they have connections in the workplace, but since they are local, they can participate quite easily.
- Be aware that non-profit organizations often have fewer staff members and smaller travel budgets than large corporations. This might prevent some of the national organizations from participating, although they may still offer informational support. Turning to local chapters of national organizations or asking local non-profits to participate might prove very successful.
- Don't forget to have a sign-in table for all attendees at the fair. Collect contact information at the table, and display literature about the Leadership Alliance.
- Contact your Campus Organizers at the Feminist Majority Foundation well in advance of the event. If we are in the area, we will certainly try our best to participate. If not, we can still send you information on our internship programs and any job opening we might have or know about.

Feminist Career Panel Discussion

INTRODUCTION

Organizing a feminist career panel discussion is not only an excellent way for students to learn about careers in feminism and bringing feminism to traditional careers, but offers a terrific opportunity for students in the Leadership Alliance to establish contacts with influential women in the workplace. Such a panel might consist of women active in local government, in unions, women business owners, reproductive healthcare providers, full time activists, or women in traditionally male occupations. Your Leadership Alliance should aim to invite panelists who can best address the interests of the feminists on your campus.

PEOPLE POWER AND COMMITTEES

This event can be well planned by only a few leaders, although it will be too much work for one person, especially if you are planning on a large audience. One possible means of dividing up responsibility is to have one person in charge of reserving and

setting up the room for the event, one in charge of publicity, and one in charge of contacting the potential panelists.

MATERIALS AND EQUIPMENT

- See the general guidelines for organizing any speakers event. This sheet will be helpful as you choose your venue, decide what equipment you will need, and set up your room for the event.
- If your event will be large enough to need a PA system, you should have multiple microphones (one per panelist and one in each of the side aisles for panelists). Also ask each panelist if they will need special equipment such as an overhead projector, a pointer, or a VCR.

TIMELINE

Allow at least two months to plan the event if you are going to be inviting speakers from out of town, and at least one month if your speakers are from the surrounding community. As soon as possible, you will want to reserve your room and contact potential speakers.

BUDGET

Depending on the size of the event and your need for special equipment such as microphones and a PA system, this is a low cost event. The bulk of your costs will be advertising for the event, and any guest accommodations you need to provide for your panelists, such as travel and housing.

PUBLICITY

Consult www.FeministCampus.org for helpful tips on good advertisement. In addition to those suggestions, ask the Career Center and academic departments to help you advertise for the event.

HELPFUL HINTS

- The more diverse your panel, the better. Try to choose panelists of different ages, educational backgrounds, ethnicities, and occupations. The more varied your panelists, the more interesting the contrasts and commonalities of their experiences.
- Be sure to clearly and politely communicate and enforce time limits for speakers. A panel of six people may only speak for five or ten minutes each, with the second hour being devoted to questions, answers, and discussion.
- Always provide water and refreshments for speakers, as well as name tags.
- Introduce the speakers at the beginning of the event. Asking each speaker to fill out an index card with their name, occupation, special awards or honors, and a short blurb is an easy way to prepare for this brief introduction. Don't forget to mention your own name and give credit to the Leadership Alliance and to any event co-sponsors for organizing the event.
- Community pro-choice activists and local alumni can be an excellent source of panel-

ists. Inform the Alumni Office and Career Center about your project, as they may be able to help you locate and contact potential speakers.

- There are many creative ways to vary this project. One alternative includes holding a variety of smaller panel discussions on specific careers, such as reproductive health, women in law enforcement, or feminist activist careers. These smaller discussions can take place back to back in one day, with a large reception for all participants and attendees. Alternatively, your Leadership Alliance could organize the career panels as a brown bag lunch series, where participants bring a lunch and have a more informal discussion.

Additional Actions

HOW FEMINIST IS YOUR GENERAL CAREER FAIR?

This action involves determining how feminist friendly the companies at your school's yearly career fair are. Start by contacting your career center about a month before the event in order to obtain a full list of all participating companies. Divide the companies among members of the Leadership Alliance and investigate them. Call the companies and inquire about their policies, benefits, and staff. Important questions to ask include:

- Do they practice and support affirmative action?
- Are they a diverse workplace? What are the percentages of women and people of color in their business?
- Are women and people of color evenly distributed among the lower, middle, and upper management?
- Do they hold sexual harassment and sensitivity trainings?
- Do they participate in any volunteer or mentoring programs?
- Do they have childcare, flextime, and healthcare policies?
- Do they offer health and insurance benefits to domestic partners of gay and lesbian couples?
- Is their business accessible to people with disabilities?
- Does their employee health insurance plan cover abortion costs and prescription costs for contraceptive pills, IUDs, and injections?

After gathering this information, make it widely known which companies have poor policies and which ones are progressive. Some ideas for disseminating this information include handing out flyers at the career fair, informing your career center, and writing a letter to your campus newspaper.

EDUCATIONAL CAMPAIGNS/VISIBILITY DURING CAREER FAIR

While it is important to address the issues discussed in this Unit of the SAM as they pertain to the workplace beyond campus, you do not want to overlook your university as an employer and workplace of its own. Use the information gathered from your "Know

Make Your Move!



Your Campus” survey to conduct a variety of visibility actions regarding how your own University appears from a feminist perspective. These actions are effective if conducted on or around the time of your campus career fair. Some ideas include flyering, postering, and chalking in highly visible areas. Petitions are also very effective. As always, try to get your information in the campus newspaper.

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