CREATING A CULTURE OF GENDER EQUITY

ID#: 7493
DATE: SATURDAY, SEPTEMBER 29, 2018
TIME: 4:30 PM - 5:45 PM
SERIOUSLY, WHAT DOES THIS MEAN?

- What is Bias?
- Shared Responsibility
- Self Advocacy, Agency & Allies
WHO

• Christina Ferwerda
  Exhibit Developer, Writer
  Ferwerda Creative Services

• Erika Kiessner
  Creative Director,
  GSM Project

• Cynthia Brown
  Senior Director, Projects
  Phillip & Patricia Frost
  Museum of Science

• Trent Oliver
  Principal, Managing Director,
  Blue Telescope

• Monica Montgomery
  Founding Director, Museum of Impact
  and co-founder of MuseumHue,
  MuseumHue
RECRUITMENT + HIRING

• Christina Ferwerda
  Exhibit Developer, Writer
  Ferwerda Creative Services
“I’ll do what everybody does—sell this startup just before we have to hire a female employee.”
"I see by your résumé that you have a life outside of work. I'm afraid that won't do."
The subject of tonight’s discussion is: Why are there no women on this panel?
THE MEETING BATTLEFIELD

• Erika Kiessner
  Creative Director,
  GSM Project
THE MEETING BATTLEFIELD

• Meetings are a public forum for the exchange of ideas.
• Voices are undermined when they are talked over, when ideas are stolen, questions are unanswered, statements are unfinished.
• The issue is more than bad manners.
THE MEETING BATTLEFIELD

- Women: keep talking, support each other, use powerful language, draw and synthesize.

- Men: are you capable of the work it takes to be better?
HALLWAY, COFFEE POT, CHATTER
THE SOCIAL SINEW OF MUSEUM WORK

• Cynthia Brown
  Senior Director, Projects
  Phillip & Patricia Frost
  Museum of Science
Women Bosses More Likely To Be Called ‘Bitchy’, ‘Emotional’, and ‘Bossy’

How To Deal And Create A Healthy & Equitable Work Environment

- Call it out.
- Predict and become a NINJA.
- It’s okay to say NO.
- Make sure your actions match your words.
- Find your gang. Expand your network.
REVIEW, RAISE, PROMOTION, BENEFITS

- Trent Oliver
  Principal, Managing Director,
  Blue Telescope
REVIEW, RAISE, PROMOTION, BENEFITS

MUSEUM
• What is in it for the Museum?
• How can reviews be gender blind?

YOU
• How to ask for MORE
• Negotiating a raise – begin with a figure
<table>
<thead>
<tr>
<th>The Buildup</th>
<th>The Main Event</th>
<th>The Finale</th>
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FROM “EMOTION AND THE ART OF NEGOTIATION,” DECEMBER 2015

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AUTHENTICITY, ANALOGIES, ALLYSHIP, AND FAIL

• Monica Montgomery
  Founding Director, Museum of Impact and co-founder of MuseumHue, MuseumHue
AUTHENTICITY, ANALOGIES, ALLYSHIP, AND FAIL

• Unleashing effect - With the current climate people are looking for more space/allies to speak up when they feel dismissed/run over

• What this power dynamic looks like against our allies of color, and issues with male colleagues. Blind spots and gaslighting

• How to Say “I’m Sorry” and mean it
General reading:

Big Magic by Elizabeth Gilbert - https://www.elizabethgilbert.com/


Harvard Kennedy School’s Women and Public Policy Program’s Gender Action Portal is a clearinghouse for academic articles that provides scientific evidence—based on experiments in the field and in the laboratory—on the impact of policies, strategies and organizational practices aimed at closing gender gaps in the areas of economic opportunity, politics, health, and education to help translate research into action and take successful interventions to scale. (their language) http://gap.hks.harvard.edu/


Project Include has a variety of resources and recommendations for companies and startups at a range of sizes and scales. While focused on the tech industry, their work is comprehensive and applicable to themed entertainment. http://projectinclude.org/


Ten examples of gender bias you may encounter in the workplace, Jack Wallen. Tech Republic, May 7, 2015. https://goo.gl/P32sXw


Recruitment/Hiring
Project Include’s guidelines on hiring: http://projectinclude.org/hiring#


Hiring Toolkit, Faculty of Arts and Sciences, Harvard University. https://goo.gl/RLXwSx


http://gap.hks.harvard.edu/evidence-gendered- wording-job- advertisements- exists-and- sustains- gender- inequality (good for potential activity at table, if needed/possible)

Gender Decoder for job advertisements: http://gender-decoder.katmatfield.com/results/f341cc1b-29cc-4745-8a4d-03b292c7f14c

The Meeting Battlefield


Women at work: How to make yourself heard, Podcast hosted by Sarah Green Carmichael, Harvard Business Review, JANUARY 30, 2018
https://hbr.org/ideacast/2018/01/women-at-work-make-yourself-heard

Women keep getting interrupted in meetings. Here’s how to stop it, Monica Torres, The Ladders, Mar 7, 2017
https://www.theladders.com/career-advice/finally-good-advice-women-can-handle-getting-interrupted-meetings
The Social Sinew of Work


(Content warning for both references)


Review, Raise, Promotion, Benefits

https://nmwa.org/sites/default/files/shared/getthefacts_master-statistics_5womenartists.pdf

The abrasiveness trap: High-achieving men and women are described differently in reviews.


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Authenticity, Allyship, and Failure


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