Can Women Really

“Have it All?”

March 19, 2014

COMPASS CONSULTING SERVICES, LLC.

“POINTING YOU IN THE RIGHT DIRECTION”

President:
Tameka L. Taylor, Ph.D., CDE
Many perspectives and voices not here due to time constraints including:

• Various professional and/or educational levels...socioeconomic levels

• Women who wait to have children in order to advance their career first

• Women who make the decision not to have children
Being Mary Jane

http://www.bet.com/shows/being-mary-jane/being-mary-jane-all-videos.html
Framing the Conversation

• “Having It All” through the lens of Anne-Marie Slaughter’s article published in the July/August Atlantic Monthly Cover Story--the most read article in the history of the Magazine: “Why Women Still Can’t Have it All.”

• This presentation has been adapted with explicit permission by my colleague, Dr. Shannon Lundeen, Director of The Flora Stone Mather Center for Women at CWRU.
Recent study done in the UK, released March 18th, 2014 revealed:

“Men with children are more likely to be promoted in their jobs than any other types of workers, including women with no children and even men with no children.”

Read more: http://www.dailymail.co.uk/news/article-2583975/Starting-family-helps-men-promoted-women-lag-no-matter-report-claims.html#ixzz2wPx0ns5L
In the news.....

• Starting a family can actually help men get promoted - but women lag behind no matter what, report claims.

• 74% fathers have five or more promotions, compared to 65% childless men

• Why? What does this mean for women?

http://www.dailymail.co.uk/news/article-2583975/Starting-family-helps-men-promoted-women-lag-no-matter-report-claims.html#ixzz2wPx0ns5L
Work-Life Balance: A Women’s Issue
1. Feminism needs to stop telling women that they can “have it all” if they are good, practicing feminists. In today’s America, Slaughter argues, this is impossible.

2. Workplace needs to accommodate women in such a way that they can be productive workers and good mothers without sacrificing one for the other.
Some of Slaughter’s specific recommendations include:

- Find new role models of women leaders who have achieved work/life balance, particularly among those women leaders who have children (ex., Michelle Obama).

- Need to revision career ladder as one with plateaus, lateral moves, and “investment intervals” rather than the conventional (masculine) steady ascent.

- Women (as well as men) need to “…make family references routine and normal in professional life.”
Slaughter additional recommendations include:

- The work schedule should match/coincide with the school schedule.

- Workplaces should allow for more flex work both in terms of hours and place – that is, where the work is done. Office as “base of operations more than the required locus of work.” (AMS) (Not inline with CEO of Yahoo Marissa Mayer’s recent decree of “no working from home.”)

- Work policies and especially management and supervisors need to value family commitments instead of interpreting them as a sign of a bad or uncommitted employee.

- Move to a mandatory policy that all employees, regardless of gender, have measures of career progression temporarily halted when welcoming a new child into their family instead of having a model of “opting in” to such benefits (e.g., voluntarily stopping one’s tenure clock)
Problems with Slaughter’s Main Points

1. Narrow vision of work and life.
2. Narrow vision of the community of women.
3. Narrow vision of feminism.

The concept of having it all “was the brainchild of advertising executives, not feminist activists.” – Stephanie Coontz, historian and family studies scholar
WAGES

• Gender Wage Gap = 23% nationally

• Gender & Race/Ethnicity Wage Gap = 31% for African American women; 47% for Latina and Hispanic women
Intersectional Analysis of “Work” and “Life”

• Re-conceptualize the Women’s Community as Plural, Diverse Inclusive, and Expansive

With pervasive gender gaps and imbalances that become widened and more skewed achieving work-life balance is exceedingly difficult. Any attempt to address it comprehensively must take into account the pervasive inequalities and imbalances of the world in which we currently live, learn, and work.
<table>
<thead>
<tr>
<th>Office</th>
<th>Percent Women</th>
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<tr>
<td>U.S. Senators</td>
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<td>Members of the U.S. House of Representatives</td>
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<tr>
<td>Mayors of the 100 Largest Cities</td>
<td>12.0</td>
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</tbody>
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Sources: Women & Politics Institute, American University; and Center for American Women and Politics, Rutgers University.
Gender Gap in Leadership Positions and Career Advancement

- In 2009, women made up only 6.3% of Executive Officer top earning positions within the Fortune 500.
- Women at four-year colleges and universities are 10% less likely than men to attain promotion to full professor.
- Women earn the majority of postsecondary degrees, but they occupy just 26% of all college presidencies.
- In Ohio, the percentage of women who hold an elective office is 23.5%
Support, Empowerment, Advocacy, and Education

- Provide reactive and proactive support for gender-based discrimination, inequality, and violence

- Provide women with the tools to advance and lead in their chosen field (job, career, or major)

- Recognize the accomplishments and achievements of women
Support, Empowerment, Advocacy, and Education

• Amplify the voices of underrepresented or silenced women

• Provide physical space for women to meet, to build community, to learn, and to laugh

• Forge intra-institutional communities and external networks that can help close the gaps
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