

Women's Voices, Women's Votes

Summary

Session Conducted 19 June 2008

Prepared by:



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Results of Issue Brainstorming & Prioritization¹

# Votes	Category Title	Participant Input
22	More Women in Business Leadership	<ul style="list-style-type: none"> Enhanced membership of women on boards of directors and advisory councils Women's representation in business (holding positions and being treated equally in doing so) Local glass ceiling Build mentoring opportunities that match young and more experienced women in variety of fields Leadership development for women Attracting senior executive women to Pittsburgh Economic justice - Business Speaking with Poise, Presence and Power
21	Women in the Workplace	<ul style="list-style-type: none"> Help women boomers realize their own potential, power and satisfaction in the workplace and retirement Reentering workplace after an absence Leading and coaching across 4 generations in the workforce today (1st time in American history) Age conflicts, generational different agendas Communications for better understanding <u>Quality</u> women's programming and resources in the workplace
20	Pay Equity	<ul style="list-style-type: none"> Wage disparity between men and women professionals Build pay equity expectations in business, NFP, academic with a "speakers bureau" of top local women Gender pay equity in Pittsburgh More entry level professional positions for women not requiring starting as AA)
16	More Women in Government Leadership	<ul style="list-style-type: none"> Increasing number of women in leadership roles in community and government Politics – persuading women to run for office at every level Create high expectations for full potential participation at top levels in policy and legislative communities Pros and cons for running for local office Economic support of women candidates
10	Retention of Youth in Region	<ul style="list-style-type: none"> Address two key issues keeping young people away: lack of competitive professional opportunities and welcoming social network
10	Media Attention on Women's Issues	<ul style="list-style-type: none"> Increased and sustained media attention on women and range of women's issues Increasing visibility of women, thus increasing credibility Women more visible in media – written on air Women's radio station; women's press Sexism in the media
9	Women's Wellness	<ul style="list-style-type: none"> Health awareness for women Late life healthcare, life provisions for single and widowed women Insurance reimbursement AND cancer care Improvement of health care provisions for the uninsured, particularly children

¹ The four shaded issues were identified as top priorities.

8	Women Owned Business Start-up and Growth	<ul style="list-style-type: none"> • Economic development for women owned businesses (financing, technical assistance, mentor-protégé programs, etc.) • Encouraging public and private entities in contracting with WBEs • Women owned business investment strategies – where can you apply for women owned business loans, grants and tax benefits • What's the best advantage in business for women owned business in Pittsburgh? • Who in our city/county/state government supplies women owned businesses with the most support?
7	Women's Support of Women (openness to negotiating, reaction to assertiveness)	<ul style="list-style-type: none"> • Let women know we can do whatever we set our minds to -- barriers are artificial • Networking with stay-at-home moms • Newsletter – post online: services offered, services needed, contacts needed, connections needed
5	Control of Our Bodies	<ul style="list-style-type: none"> • Reproductive rights • Reproductive justice • Domestic violence as a breach of civil rights
5	Racism	<ul style="list-style-type: none"> • Challenges for women of color
2	Educational Equity	<ul style="list-style-type: none"> • Education and the next generation • Girls and education – especially science and math (algebra is where we lose many)
2	Full Implementation of the Equal Rights Amendment to the Pennsylvania Constitution	---
1	Environment	<ul style="list-style-type: none"> • Environmental justice for residents harshly affected by poor air quality of Allegheny County • Advocacy for strong smoke-free workplace environments for Allegheny County (beyond recent PA legislation)
1	Getting Women to Vote in November	<ul style="list-style-type: none"> • Bi-partisan 2008 GOTV targeted to women in the city/county for presidential and local elections
0	Morality in the Media	<ul style="list-style-type: none"> • Sexual content, violence, etc.
*0	Coordinating Local Women's Organizations NOTE: This item received no formal votes because it was agreed in March that the collaborative would undertake coordination of calendars and communications as one of its core initiatives.	<ul style="list-style-type: none"> • Sharing best practices with other women's organizations • Encouraging organizations to plan for succession and actively recruit young talent before the moment of succession arrives • How to coordinate efforts of various local women's organizations • How will EWC help me address issues facing women in this region without "taking sides" or becoming controversial? • Improving communication among the various local women's organizations (website, clearing house for information)
0	Sex Trafficking/Slavery	---
0	Revive a Pittsburgh, Allegheny County, or SWPA Women's Commission	<ul style="list-style-type: none"> • What happened to the Allegheny County/City of Pittsburgh Commissions for Women? (news release 11/2006 – no news since)

Results of “Tactics Brainstorming” for Priority Issues

Category Title	Participant Input
More Women in Business Leadership	<ul style="list-style-type: none"> • W.O.B. Directory • Leadership development programs • Gender balance on leadership development programs • Aggressively demand women leaders • Collaborate with male leaders for commitment • Senior women mentor other women • Pressure on company boards for equal representation • Equal gender representation on DIAs • Blow horn with successes • Mentoring program – women and girls foundation • Scorecard/benchmark > publicize – boycott? • Equal representation in media • Insist on enforcement of the law
Women in the Workplace	<ul style="list-style-type: none"> • Flex working arrangements -- redefining this and educating about it • Task forces to make noise with boards • Develop scorecards for businesses • Resource center for women • Identify enlightened /encouraging men • Tax credits for flex time • Organizations promoting information on generational issues • Mentor relationships with senior executives
Pay Equity	<ul style="list-style-type: none"> • Get stats out • Rally – pay day rally • Develop scorecards on average salary of men and women and publish them • Encourage women to ask for more money • Training women on how to negotiate salaries • Support politicians who support pay equity • Lobbyists to support women/issues in Washington • Awards and boycotts • Identify companies who do it right (best practices) and recognize them with annual award
More Women in Government Leadership	<p><i>Note: Brainstorming was not completed for this priority item due to lack of time.</i></p>

Persons Committing to Participate in Action Groups

More Women in Business Leadership

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Next Steps

- Distribute notes from tonight's session to participants by mid-July
- Check degree and type of commitment via Survey Monkey follow-up
- Participants sign up tonight if you are willing to actively commit to next steps
- Formation of action groups on each priority topic
 - To explore further
 - Identify manageable focus area(s)

Parking Lot

- Inclusion – cover all women
 - Economically
 - Educationally
 - Financially
- Consensus and Inclusion
 - Not sexist
 - Not racist
- Assertive, not whining
- Take back the language – “Bitch, Whiney”, etc.
- Gender branding – heterosexism