

Gender Justice Training

Communications Workers of America



Welcome!

We are excited to learn more about the power of true gender equality and what practicing Gender Justice in our locals and communities can achieve in strengthening our solidarity, making our locals even more inclusive, and ultimately making us CWA Strong.



HOW WE WIN

Representation

Bargaining

Organizing

Legislative & Political

SOLIDARITY

**But I'm a good person! I'm not
sexist, racist, or prejudiced!**



Agenda

Topics Covered

Bias

Gender & Pronouns

Gender in Labor History

Building a Committee
& Community Engagement

COMMUNITY AGREEMENTS

- Be present & participate
- Step up, step back
- Respect each other
- Assume good intentions

Introductions



#1

Your name & your
pronouns

#2

Your local & how long
you've been in CWA

#3

In one word, what does
solidarity mean to you?

Common Biases Women Experience At Work



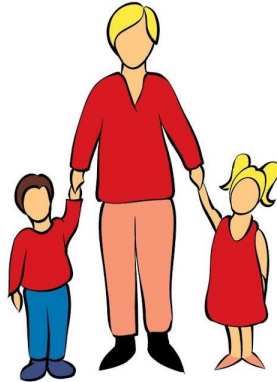
Performance bias



Attribution bias



Likeability bias



Maternal bias



Affinity bias



Double discrimination
& intersectionality

Performance Bias

A woman's performance is often underestimated compared to a man's performance evaluation, especially in domains traditionally dominated by men.

Performance bias is even more pronounced when review criteria are unclear. Evaluators are more likely to rely on gut feelings and personal inferences, which explains the recurring trend of men being hired and promoted based on potential versus women only being hired and promoted based on what she has already accomplished.



Performance bias

Attribution Bias

Women are less likely to be credited for their successes and are blamed more harshly for failure. Men typically attribute their success to innate qualities and skills.

Women often attribute their successes to external factors, like getting lucky, having help, and working hard.



Attribution bias

Likability Bias

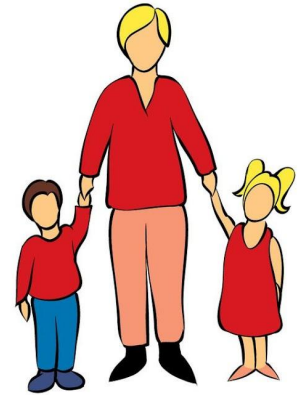
Success and likability are positively associated with men and negatively associated with women. If a woman is perceived to be doing a good job, she's more likely to be deemed hard to work with, but if she's seen as being friendly, she is considered less intelligent.



Likeability bias

Maternal Bias

Being a mother triggers assumptions that mothers are less competent and will be less committed to their work and careers, resulting in them being presented with higher standards and fewer opportunities.

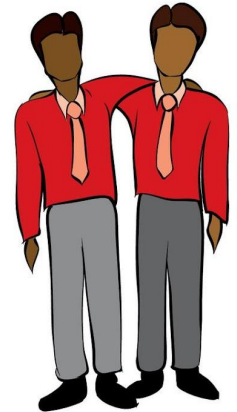


Maternal bias

Affinity Bias

Familiarity becomes an incentive because people tend to like folks who are similar to them. Similarity can be due to physical features, backgrounds, education, interests, experiences, gender, and more.

This bias has a negative effect on women, people of color, folks from marginalized communities, and people with diverse sexual orientations or abilities.



Affinity bias

Double Discrimination / Intersectionality Bias

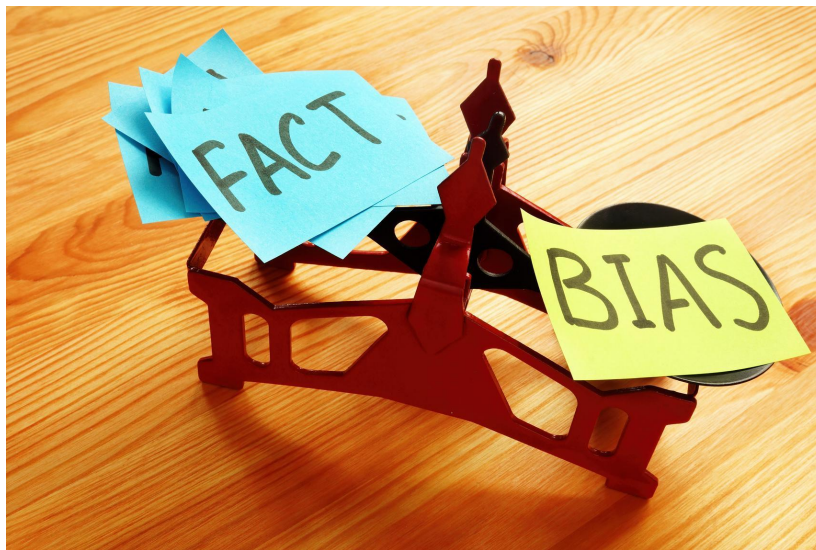
Discrimination can occur based on more than one perceived characteristic. For example, a person who is discriminated against on their ethnicity may also be discriminated against on the grounds of gender, sexual orientation, age, and so on. Such discrimination can often be detrimental to one's job or career path.



**Double discrimination
& intersectionality**



**Have you ever questioned your
own biases?**



Our biases start early in childhood and usually stem from events related to family circumstances, faith community, leisure activities, school, or even our friends. Biases are also influenced by economic backgrounds, gender, sexual orientation and even your ethnic background.

What shapes our biases?



Institutions



Community

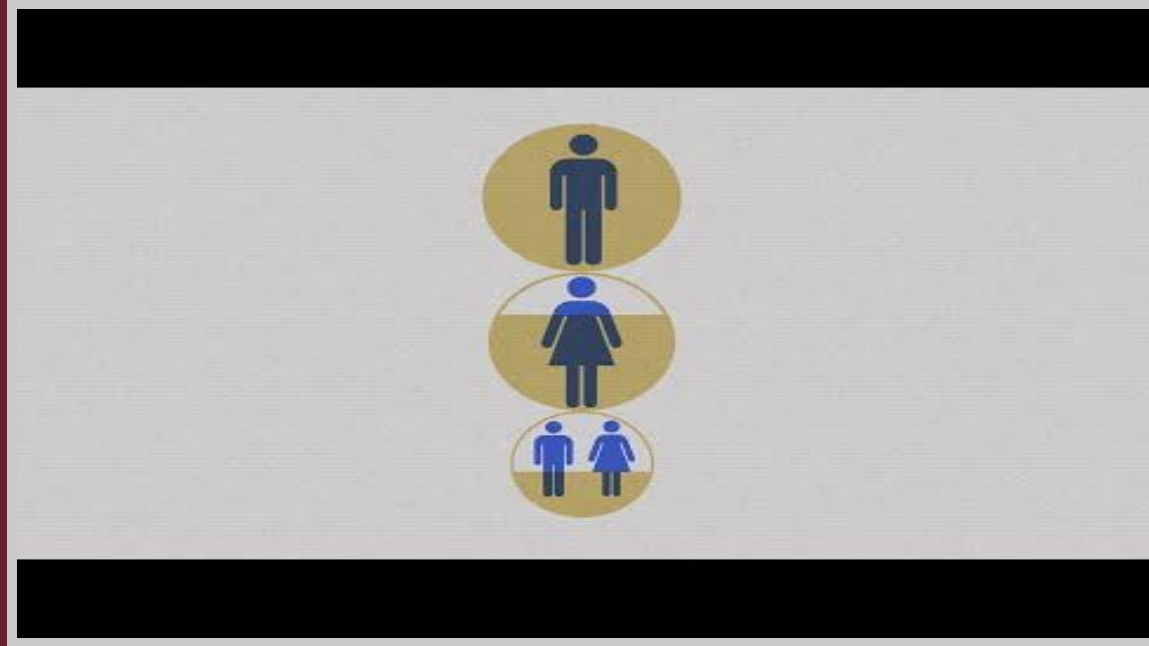


Media

What happens when a woman and a man have identical skills?



What is Patriarchy?



**Patriarchy is a system of
oppression based on gender**

What is gender?

“Gender” is often used interchangeably with “sex,” but sex and gender are not the same thing.

SEX

Sex is assigned at birth and is usually determined by the baby's external anatomy.

Sex, biologically, is not binary. Sexes include: female, male, and intersex.

GENDER

The concept of gender is a set of socially constructed norms, roles, behaviors, and expressions. The traditional gender binary includes women and men. However, like sex, gender is not binary either.

A person's gender (or gender identity) is their innermost concept of self as a woman, man, neither, both, or more.

GENDER

If you are **cisgender**, your gender reflects the sex that you were assigned at birth.

If you are **transgender**, your gender does not reflect (completely, or at all) the sex that you were assigned at birth. Transgender can act as an umbrella term.

If you are transgender, you might be **non-binary**. Non-binary people don't fit in the traditional genders of woman or man.

However, a transgender person might fit into being a woman or man, but that fit might not reflect what sex they were assigned at birth.

If you are transgender, you might be **genderfluid**. This means that your gender is not singular, and it might develop and change.

What are pronouns?



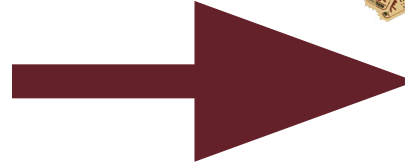
The movie was amazing!

Noun = movie



It was amazing!

Pronoun = it



What's your name?

**How would it feel if you told me
your name, and I said, "You look
like a Sarah. You're a Sarah."**

If someone refers to you with a pronoun that you do not use, they are misgendering you. Misgendering can be accidental, but it can also be intentional.

Misgendering can happen
to anyone, but transgender
and non-binary people are
especially impacted.

Here are some common gender pronouns for reference

she	her	hers
he	him	his
they	them	theirs



**CWA stands with the
LGBTQ+ community.**

**We are proudly
LGBTQ+, and we are
proudly allies.**

Case Study #1

LAVENDER SCARE



In 1953

President Eisenhower issued an executive order to fire all “homosexuals” from the federal government

This was during the Red Scare

The order came from claims that gay men and lesbians could be easily blackmailed by the Soviets

Such systematic homophobia resulted in

Job loss, harrassment, arrests, and suicides

Thousands were affected

The History You Didn't Learn



Case Study #2

FLIGHT ATTENDANTS



Before airlines were able to set

their own prices, they used flight attendants as bait to lure male travelers. The airlines placed sexist requirements on them, such as having

a soft and feminine hairstyle

delicate and flattering makeup, maximum weight requirements, a "well" fitted girdle, and a mandatory retirement age of 32. Airline executives thought that if you were not married by the age of 32 something was wrong with you and you needed to retire.

This was the final straw

Flight attendants from all airlines joined together and fought back, and became the first in the country to file a discrimination complaint with the newly formed EEOC.

Case Study #3

9to5

MOVEMENT



Local 9 to 5

Began out of desperation for pride and dignity on the job for all women. Women were tired of being passed over for advancement, and being treated as sex objects and second wives to their bosses. Two secretaries at Harvard University decided that they had had enough.

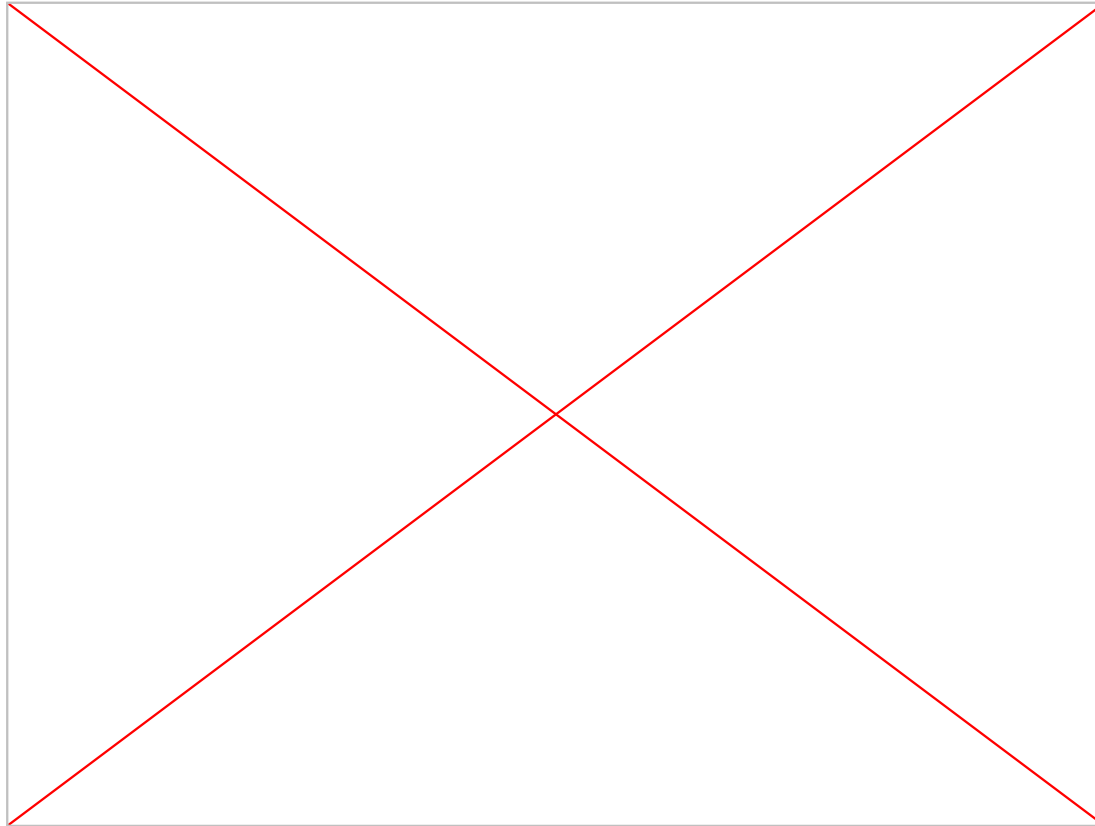
They organized like minded women and created a movement.

They were diligent about bringing women from the middle and working class together. In 1973 Local 9to5 was founded. 9to5 has seen many significant victories since being founded, including the 1978 Pregnancy Leave Discrimination Act, the Civil Rights Act of 1991, and the Family Medical Leave Act of 1993.

Women's History Month



Town Hall with Ellen Cassedy



Triangle Shirtwaist Factory fire of 1911.

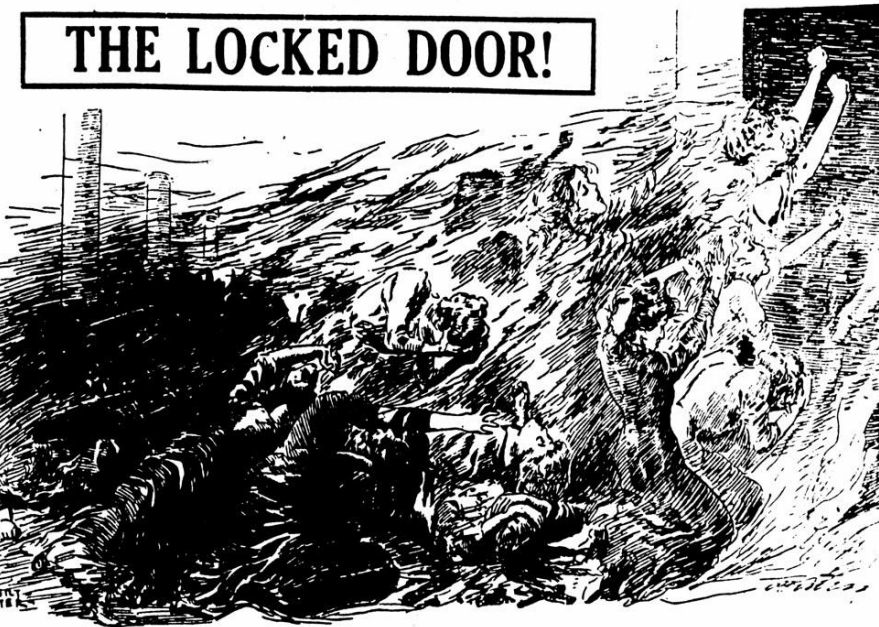


Case Study #4

Triangle Shirtwaist

Factory Fire

THE LOCKED DOOR!



Years before the fire, workers tried

to fight for better working conditions. Local 25 of the International Ladies' Garment Workers' Union (ILGWU) convened a meeting in the fall of 1909 to discuss a general strike. Thousands of workers packed the hall. Garment workers wanted dignity on the job, safe working conditions, better pay, realistic production quotas, and a 52 hour work week.

19-year-old Clara Lemlich called a strike, and the next day 19,000 garment workers walked out of work.

On the second day 20,000 more

garment workers from over 500 factories walked out. The strikers were arrested, jailed, fined, and attacked by people hired to pick fights with them. After just 48 hours of striking, 70 smaller factories agreed to worker demands, and those workers returned to work. In February of 1910, the strike was finally settled for most factory workers. This left Triangle factory workers and a few hundred others alone on the picket line.

March 25, 1911



The Triangle factory workers went back to work without a union agreement! **AND, MANAGEMENT NEVER ADDRESSED THEIR DEMANDS,** including unlocked doors in the factory and fire escapes that functioned.

When unified workers band together we form a powerful force that cannot be easily ignored.



A picket line is not only a boundary established by workers on strike. It is a place where we stand together as a union.



The Picket Line



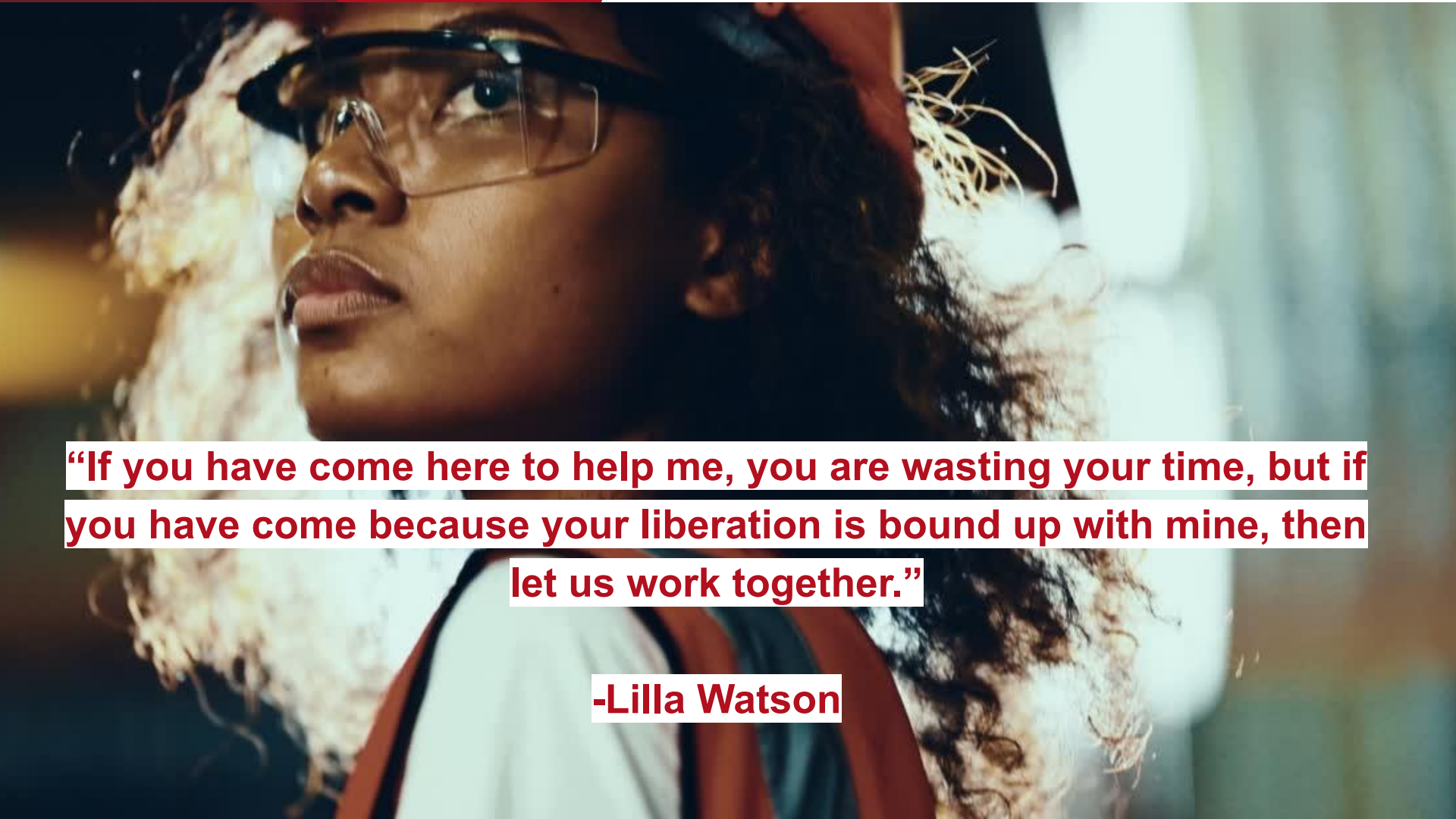
Each privilege is \$100

1. Celebrating your marriage with your family, friends, and coworkers
2. Being able to go out alone at night without fear of violence
3. Not having people attribute your successes and positions simply to filling a quota
4. Applying for a job/promotion without worrying that your name or identity will hold you back
5. Raising children without worrying about family, friends, or community rejecting your children because of your identity.
6. You are able to choose almost any career path that you would like, and not have many (or any) limitations placed upon you.
7. Not worrying about being the only one of your sexuality or gender in a class, job, or social situation
8. Wearing whatever you want without fear of attracting unwanted sexual attention
9. You can walk through the world and generally blend in, not being constantly stared or gawked at, whispered about, pointed at, or laughed at because of your gender expression
10. Being able to express frustration without it being blamed on your gender

\$2,000

11. Dignity for all workers on the job, gender and race equality, upward mobility, economic stability and the ability to own your own home and to save for retirement. Economic opportunities for their children





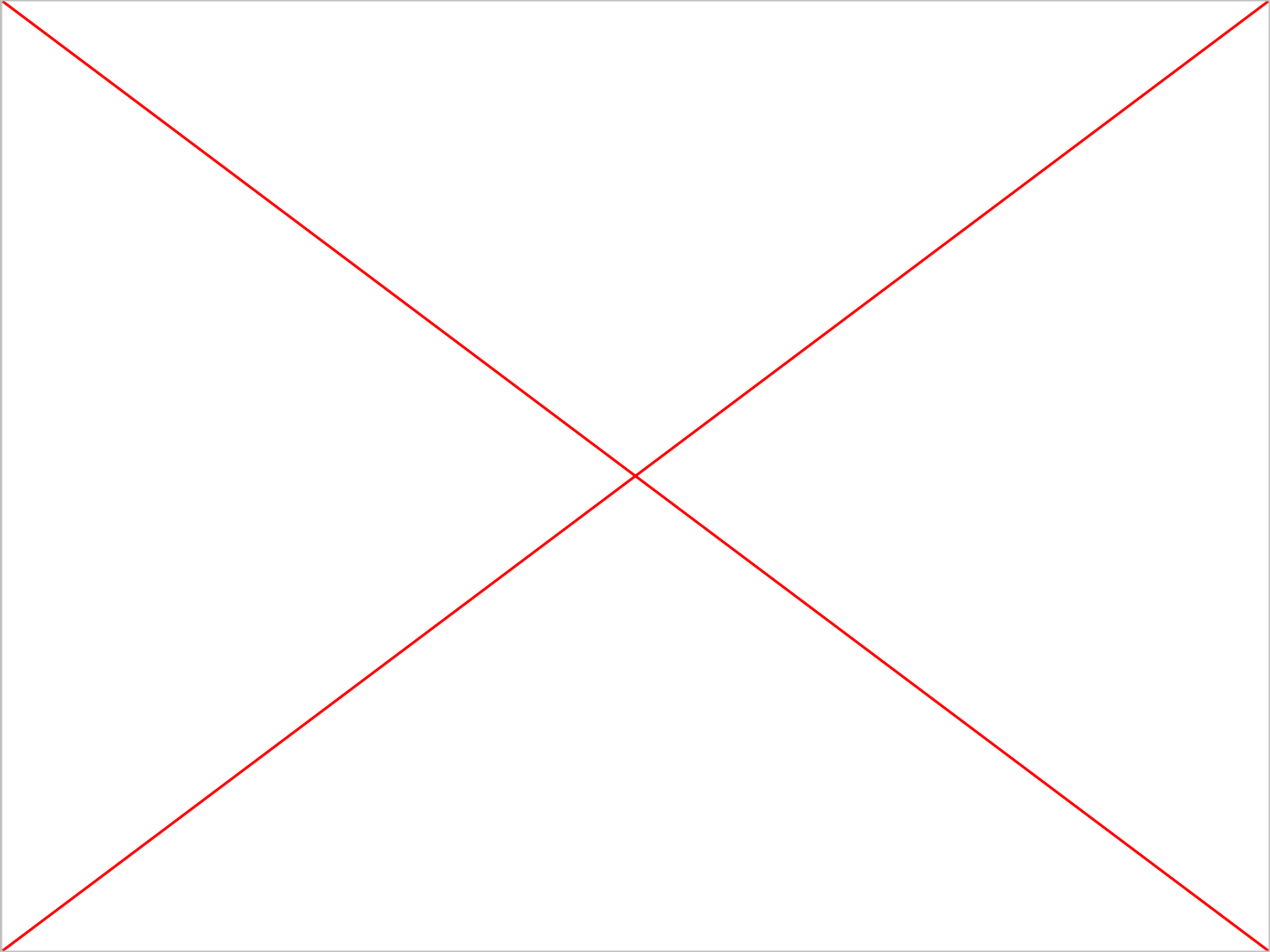
“If you have come here to help me, you are wasting your time, but if you have come because your liberation is bound up with mine, then let us work together.”

-Lilla Watson

TURNING *the* TABLES



AND TAKING OUR POWER BACK



What are some of the issues facing working people that the union should be addressing?

And,

how can we incorporate human rights work into the work we do around organizing, political action, and movement building?



**WE start by building strong
organizing structures.**



How do WE build a successful
organizing structure?

(We are so glad that you asked!)



WHAT DOES AN EFFECTIVE COMMITTEE LOOK LIKE?



What does an effective committee look like?

1. **Representation:** Committees should be representative of the membership
2. **Leadership:** Clearly define roles and responsibilities
3. **Meetings:** Meet regularly to collaborate on next steps
4. **Action:** Organize the membership to build power

Actions That Local Human Rights Committees Have Taken

- Facilitated Anti-Racist Union Trainings
- Organized drives for food and menstrual products
- Created Women's History Month programming
- Influenced language in school district manual to be more equitable (anti-racist, anti-ableist, LGBTQ+ inclusive)
- Lobbied for parental leave for all employees in bargaining unit (previously not inclusive of entire unit)
- Petitioned to get reproductive rights on state ballot



Building a Stronger Union



What's next?

Sign your card!

Join the Human Rights Activist Network

Human Rights Activist Card

CWA continuously compiles lists of members interested in receiving updates on issues and/or participating in campaigns related to broader economic and social justice issues. If interested, please join our network by filling out this card.

Opt in to mobile messages from CWA Human Rights Program. Message and data rates apply. Reply STOP to unsubscribe.

CWA LOCAL

JOIN ACTIVIST NETWORK



bit.ly/cwahumanrightsnetwork

Attend the full training

Training Material Request Form

CWA
HUMAN RIGHTS
ACTIVIST TRAINING

* Name
First Last

* Employer

* Local

* Position in Local (if any)

* Local President (If you are the president, enter your own name)

* Your Email Address

* Your Cell Phone Number - -

* City

* State

* Are you authorized to request this material and train members in your local?
 Yes
 No

* Which training material are you requesting?
 Building An Anti-Racist Union - (8 hours)
 Gender Justice and Equity Training - (8 hours)

* What purpose are you intending to use this training for? Be detailed.



bit.ly/cwahumanrightstraining