

Gender Equality Packet

Topics covered:

1. Gender inequality in Connecticut
2. Wage gaps
3. Female empowerment

Important vocabulary:

- Gender
- Sexism
- Feminism
- Intersectionality
- Maternal Health

Grade level(s):

- 7-8
- 9-10
- 11-12

Description of activities:

- Do Now and Exit Slip on gender roles
- Gender Wage Gap in CT Data Analysis
- Maternal Health Reading
- Female Empowerment Poster Making
- Podcast or interview template
- Discussion questions

Teacher tips:

- Intersectionality comes up a lot with these activities, so completing the Intersectionality reading from the Intersectionality packet first would assist students' foundational knowledge

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Do Now

1. In a few words, describe what a gender role is — think of one you have heard of before.
For example, women are expected to do much of the childcare in many relationships.

2. When you are done, write your gender role up on the board. Pick one of your classmate's that stuck out to you (maybe you've heard it before, have never heard it, are confused by it, or disagree with it) and write it here.

Exit Slip

1. What is the *impact* of gender roles? How does it change peoples' lives, behavior, expectations, or beliefs?

The Gender Wage Gap

Directions: Read and annotate the background information on the gender-based wage gap. Using and citing this information and your own opinion, respond to the thought questions in complete sentences.

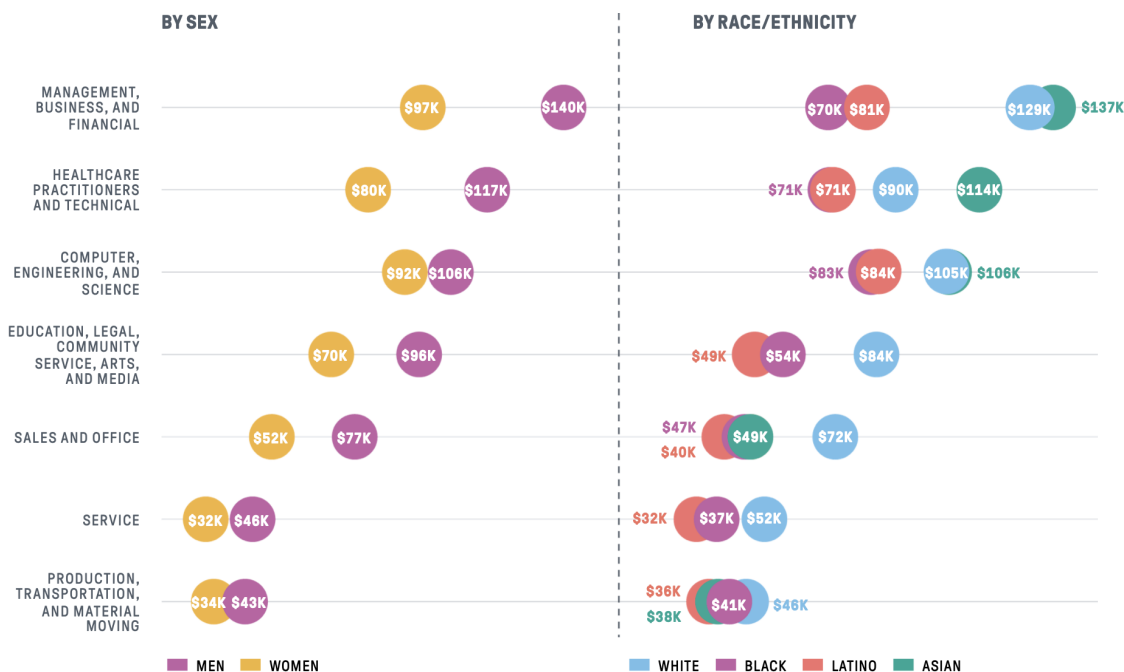
Background: The gender wage gap refers to the average difference between what men make and women make at their jobs. Generally, women are paid less than men.

Why does this gap exist? There are a few causes.

1. Some employers simply pay their female employees less than their male employees. While this is illegal under the Equal Pay Act of 1963, which protects against wage discrimination, it can happen in shielded situations with flimsy excuses.
2. The gap also results from what is nicknamed “pink collar jobs”, which refers to job industries primarily employing women (such as healthcare, education, and retail), making on average less than non pink collar jobs despite having the same or more education, qualifications, and impact.
3. Women being disproportionately expected to stay home with children is another source of less or lost income. Women are more likely to take on caregiving responsibilities for children and elderly family members, which can impact their ability to work full-time and advance in their careers.
4. Women tend to have less access and support in education and training than men, which can limit their career opportunities and earning potential.
5. Discrimination against women in the workplace can take many forms, including bias in hiring, promotion, and pay decisions. Women may also be subject to sexual harassment and other forms of gender-based discrimination.

Wide wage gaps exist by sex and race/ethnicity, even within occupational groups

MEDIAN EARNINGS BY MAJOR OCCUPATION GROUP, SEX, AND RACE/ETHNICITY, FAIRFIELD COUNTY ADULTS AGES 25+ WORKING FULL-TIME, 2020



Women may also be subject to sexual harassment and other forms of gender-based discrimination.

Gender wage disparities can also be found in education and occupation groups. These gaps are largest for workers with graduate or professional degrees.

The gender wage gap has a profound impact on women,

not only because they do not make as much money, but because it can impact their ability to support a family, be financially independent, and invest in things like property, education, their future, and things they enjoy doing.

Final Reflections:

1. Based on what you read and data you analyzed, in your own words, what is the gender wage gap? Why does it exist?
2. What statistic stood out to you the most? Why? It could be the most surprising, one that you have recognized in your own community, or one that you want to know more about.
3. Consider *intersectionality*, or when we consider multiple identities at once. How would a woman's gender *and* racial identity impact her average wage?
4. How can collecting and sharing data help us close the gender wage gap?

Maternal Health Reading

Adapted from DataHaven's *Towards Health Equity in Connecticut* Report

The United States is the only prosperous country in the world where maternal mortality rates are not only alarmingly high by the standards suggested by our medical technology, but rising. The annual average maternal mortality rate between 2013 and 2017 in the U.S. was 29.6 per 100,000 births—a rate that has more than doubled in the past 30 years. Pregnancy-related complications leading to death are elevated among some groups, particularly Black women and women over 40, but are not necessarily reduced by income, education level, or health insurance status. Rather, the risk of maternal mortality is linked to the way medical care is administered to pregnant people around the time they give birth. Pregnant patients may be further beset by discrimination if they are a person of color or identify as LGBTQ.

The causes of maternal mortality are recognizable and preventable with awareness and timely response to early warning symptoms. But health care providers often miss the warning signs of serious complications due in part to the emphasis on infant health in pregnancy-related medical training and bias in the medical profession downplaying some patients' symptoms in clinical settings, especially women and people of color. To address this,

California, for example, has implemented quality improvement protocols to reduce mortality related to complications such as preeclampsia by treating the causes of maternal death as a failure to adequately respond in a medical situation.

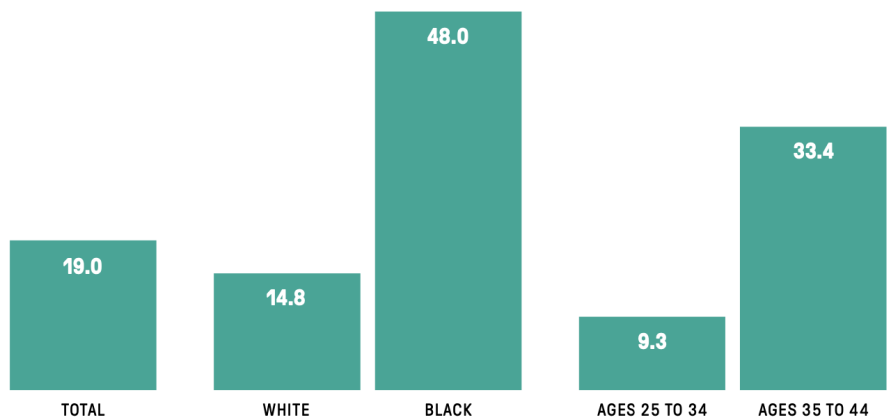
While Connecticut has a lower maternal mortality rate than the nation— Connecticut's annual average is 19.0 deaths per 100,000 live births between 2013 and 2017, compared to the national rate of 29.6 per 100,000—

when disaggregated by race, that rate is more than three times higher among Black women (48.0) than white women (14.8), and among women ages 35–44 (33.4) than women ages 25–34 (9.3). While access to and quality of prenatal health care contribute to a healthy pregnancy, manageable precursors to maternal mortality are also rooted in stressors provoked by socioeconomic status and the treatment women and pregnant people (including transgender and gender-nonconforming people who wish to become or are pregnant) expect to receive from their health care providers. In particular, women of color are more likely to experience health issues which may remain unresolved during pregnancy, and are also more likely to experience postpartum depression. While understudied, pregnancy among transgender men and gender-nonconforming people also presents considerations for complications in pregnancy related to hormones, dysphoria, and postpartum depression.

FIG 15

Maternal mortality is highest among Black women

ANNUAL AVERAGE DEATHS PER 100,000 LIVE BIRTHS, CONNECTICUT, 2013–2017



Let's Go Girls

Female Empowerment Posters

1. What are some **challenges** that girls face? How are their rights impacted, debated, violated? Be specific with your information and sources (ex: quotations, statistics, images). Cite your sources!

1.

Citation:

2.

Citation:

2. What are some ways women's rights are being **upheld** or **protected**? How are their rights being respected, fought for, or where there is hope? Be specific with your information and sources (ex: quotations, statistics, images).

1.

Citation:

2.

Citation:

3. You have been tasked with doing grassroots activism for your town to help support their missions for female empowerment above. Imagine we are sending these to a school in the district.

Your message:

What imagery could be used to support or show this message?

1.

2.

3.

How does this protect their sense of value, dignity, and power? Be specific to audiences, impacts, and what your desired outcomes would be.

Women's Rights Podcast or Interview Note Taking

Note Taking

Take notes on your podcast or interview below. These can be takeaways, new knowledge, questions, concerns, connections, interesting moments, etc. Take down *at least* 10 bullet points.

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Discussion Questions

Prepare a few bullet points for your contributions here!

1. To what extent do you see women's rights being intersectional with other identities or human rights issues? Where do we see intersectionality playing a role in the fight for women's rights?

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2. Where do you see hope and possibility when it comes to women's rights?

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Discussion Questions

1. What is something that we discussed that *stood out* to you? This could be something that surprised you, that you didn't know before, that you feel is important to know, that you did not understand, or stood out otherwise. Did anyone else feel that way? How does it compare to what they highlighted?
2. Why is it important to promote gender equality and women's rights? What are the benefits of doing so, both for women and for society as a whole?
3. What are some of the key challenges facing women and girls around the world when it comes to accessing education, healthcare, and other basic rights? How can these challenges be addressed?
4. What role should governments, civil society organizations, and the private sector play in promoting gender equality and women's rights? How can these actors work together to achieve this goal?
5. What are some of the most effective strategies for promoting women's rights and gender equality? How can individuals and communities get involved in this work?
6. What are some of the cultural and social factors that contribute to gender inequality, and how can we address these factors in order to promote women's rights while still respecting and upholding culture?
7. How can we ensure that women from marginalized communities, such as women with disabilities, LGBTQ+ women, and women from minority ethnic or religious groups, have equal access to their rights and opportunities?