

Learning Places Fall 2018

# Annotated Bibliography

## Gender InEquality

Danielle Ali

Gregona St.Hill

Ivana Batista

Nakeita Clarke

**Campbell, Melanie. "State of Equality and Justice in America: It's Time to Step it Up, We Have Not Arrived!" Michigan Citizen (Highland Park, Michigan.) 2013:A7.Web**

This article focuses on what needs to be done to continue to decrease the gender wage gap. It highlights the contributions made by civil rights leaders and emphasizes why we should be grateful to them for the opportunity to have had a black president. The article also reminds us that there is still work to be done. Though we are now in the 20th century, much has not changed. The same excuses exist as to why men and women are not paid equally. Women are now more educated than before but the education excuse still exists. As far back as 1963, protests were organized for more "dignified jobs" yet, as recent as 2013, these "dignified jobs" did not provide living wages. Reports are that STEM workers are paid more than regular workers but there is still a race issue when it comes down to who hold these jobs. There is a need for more blacks especially women as well as Hispanics to hold these jobs.

**Council of Economic Advisers, Issuing Body. Gender Pay Gap: Recent Trends and Explanations.2015. Council of Economic Advisers Issue Brief. Web**

This paper talks about the way women over the past 100 years have tried to improve their chances of getting a good job in the hopes of getting equal pay. It highlights the advantages men have over women even when they do the same jobs and have the same qualifications. The article states that there is a small decline in the pay gap but the gap is still too wide. Women made up 47% of the labor force in 2013 and held 49.3% of jobs. Although women are working full time, they are paid 78% of what men are paid, which amounts to \$0.78 cents for every dollar that the man makes working full-time year round. These two articles are important to our topic as it provides us with important data on how widespread this issue is and what we can do to continue to bridge if not eliminate the wage gap.

**Fouad, Nadya A et al. "Women's Reasons for Leaving the Engineering Field" *Frontiers in psychology* vol. 8 875. 30 Jun. 2017, doi:10.3389/fpsyg.2017.00875**

The article by Fouad, Chang, Wan, and Singh deal with the pattern of women leaving the engineering field the reasoning for why it is happening. The authors mention the federal effort towards increasing the representation of women in the STEM fields, the gradual increase of interest in those fields but also the high turnover of women within the engineering field in particular. The article mentions the authors' choice to base their study on creating a more comprehensive understanding of women engineers in the field so that they can better analyze and gain better insight as to why women are leaving the engineering field.

**Powell, Abigail, et al. "How Women Engineers Do and Undo Gender: Consequences for Gender Equality." *Gender, Work & Organization*, vol. 16, no. 4, July 2009, pp. 411–428. EBSCOhost, doi:10.1111/j.1468-0432.2008.00406.x.**

The author discusses how the perception of women in masculine professions such as engineering, has been viewed as unsuitable for women. The number of women in male-dominated fields has increased, however, it has also been limited. The way in which gender is represented in the workplace can either help increase or reduce gender inequality. This article analyzes how the performance of women significantly changed in the workplace in a particular way, in order to gain acceptance by men. There were many cases in which women were found to use coping strategies such as, acting like men and achieving a reputation. In engineering, women tend to not show much femininity, which ultimately doesn't value female professionalism, or achieve anything in contributing to a gendered culture environment.

**Reyes, Maritza I. "Professional Women Silenced by Men-Made Norms." *Akron Law Review*, vol. 47, no. 4, Jan. 2015, pp. 897–974.**

The article by Maritza Reyes discusses gender inequality in the United States in relation to the different ways man-made norms in the workplace and professional field standards silence women in the same work environment. The author's personal experiences with discrimination against women in the workplace are addressed, as well as women's rights. Reyes also discusses that it is significant for both men and women to make decisions supporting women's rights and equality in the workplace. Throughout the article it explains, most women remain silent when discriminated against in the workplace because they don't want to go against a man with superiority in legal and political areas. Also, it may be a traumatic experience for women to report employment violations or inappropriate occurrences by men in the professional realm.

The power of individual men and women joined together would not face only women issues, but society's issues instead.

**Seager, Joni. "The Women's Atlas". NewSouth Publishing, 2018**

A collection of data about global perspective on how women are living today across continents and cultures which is shared with readers through informational maps, graphs, texts, and images. The author captures the significant differences between men and women and displays the brutal reality of how much harder women have it compared to men. The Global Gender Gap Index is often referenced in this book to measure the size of the gap in each country between men and women in relations to several facets such as health outcomes, educational participation, economic participation and opportunity, and political empowerment. All in all the author and statistics demonstrates that gender equality is a direct result of government commitments to equality principles and policies and a country will have a higher index in Global Gender Gap if gender equality and women's empowerment is adopted and are straightforward national policies.

**Studies from A. Morello and Co-Researchers Yield New Data on Engineering Education. (2018).  
*Education Letter, 102.***

This article focuses on recruitment and retention of women in the construction industry. The construction industry is known to be a male-dominated industry. Studies show that construction is an unappealing industry for women mainly due to gender bias, poor job situations, sanitation, and substandard work-life balance. The studies above show women in the construction industry have progressed at slower rates, and have to confront a greater number of obstacles in their careers compared to men.

**"The Myth of Women's Inferiority." Problems of Women's Liberation: a Marxist Approach, by  
Evelyn Reed, Merit Publishers, 1969, pp. 22–42.**

The chapter begins with Reed highlighting the blatant omission of evidence showing the historical existence of patriarchy. As the chapter progresses, Reed offers a critical explanation of how and where the beginnings of misinterpretations that lead to the myth of women being unequal to men began. Such explanations range from topics surrounding domestication, protection, and invention. The referenced chapter in particular addresses the existence of what seemed to be a model for understanding that women have strengths and men have a different set of strengths, and working together by delegating tasks based on strengths and not gender is where equality can be practiced.

