



**Meeting Minutes
March 28, 2018
Gender Parity Council Meeting**

AxisPointe, LLC
20 Commerce Dr. 2nd Fl.
Cranford, NJ 07016
10:00 – 11:30

Toll-free dial-in number (U.S. and Canada): [\(877\) 931-2281](tel:(877)931-2281)

International dial-in number: [\(847\) 527-8128](tel:(847)527-8128)

Conference code: 4612682930

Welcome & Introductions

The Chair welcomed the members who traveled to Cranford, and welcomed the members who were dialing in for the meeting.

Approval of Minutes

The Chair indicated that the minutes from the January 17, 2018 meeting would need to be held, as there was no quorum to approve them.

CWW Report Update

The Chair welcomed Elaine Zundl from the Center for Women and Work. Ms. Zundl provided a PowerPoint presentation on the research and survey findings for both the Finance and Technology research reports that the GPC contracted CWW to conduct. The PowerPoint document is attached. The members engaged Ms. Zundl during her presentation.

There were many points discussed during the update on the CWW findings identified, to date, within the financial and technology industries. Overall, it appears some progress has been made with regard to gender parity and pay equity, however much additional work is needed. The research, survey responses, findings and recommendations will be discussed and presented in final report due to the GPC in April.

GPC Budget Discussion

The focus of the meeting shifted to the topics of membership and budget expenditures. The Chair expressed her concern/feelings that the GPC did not have the level of recognition that she believes the Council deserves. The members engaged in a discussion and it was recommended that the Chair and members of the GPC create a “Call to Action” for the Council that included measurable outcomes. It was recommended that the May 16th meeting could be utilized to develop the Call to Action, which could also include recommendations for budget expenditures.



SETC staff developed a few paragraphs on non-traditional programs which she felt could be added to the SETC-GPC website to inform the public of the efforts. In addition, a paragraph on the Displaced Homemaker Program also be added to the website. Maureen O'Brien Murphy will distribute the paragraphs to the appropriate staff for review and approval, prior to being added to the website. This effort focuses on increasing communication of the work and/or efforts that the GPC and members are engage.

SETC-LWD Update

This update was held due to time.

Next Meeting

May 16, 2018
Douglass College Campus
New Brunswick, NJ

Members in Attendance

Sally Nadler
Maureen O'Brien Murphy
Gary Altman
Jacqueline Sanchez-Perez
Maureen Ochse
Susan Schultz
Aida Visakay

Members on Phone

Andrea Karsian
Janet Sliwinski

Guests

Elaine Zundl

Members not in Attendance

Robyn Kay
Amina Bey
Yvonne Mays
Sarah Pallone
Maryann Sicurella



Gender Parity Council
Gender Parity in the Finance and
Technology Industries
3/28/18

Center for Women and Work
94 Rockafeller Road
Piscataway, NJ 08854
848-932-4614

Research on Finance Occupations

- Survey
 - 39 questions
 - 264 people accessed the survey
 - 84 responses are useable for most questions

Research on Finance Occupations

- Survey was distributed to:
- Financial Planning Association, Mortgage Brokers Association of NJ, Association for Corporate Growth, rchrismann.com (Mortgage blog), Alumni of Rutgers Professional Extension, Women in Business Program Alumnae of Rutgers, Business and Banking Fraternities
- We contacted 33 other organizations that either did not respond or would not disseminate to their members

Preliminary Results

- Men are less motivated to take the survey
- Both men and women were unable to name specific initiatives that are helping to address diversity and equity in their industry
- Many women in the survey point to an "Ole boys club" as the source of many diversity issues
- Women frequently mentioned stigma associated with using work/life balance programs

Work/Life Balance

- The majority of men and women believed that their company offers adequate policies regarding flex time, family leave, and alternative work arrangements.
- 40% of female respondents believe it would hurt their career to adjust their daily hours
- 82% of female respondents believe that their firm supports their use of leave policies (family, maternal, paternal, caring for a sick family member)

Count

My firm has adequate policies to support work life balance. (e.g. maternity leave, paternity leave)

		Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Total
	Male	15	11	1	0	0	27
	Female	19	20	9	4	4	56
	Self identify here	1	0	0	0	0	1
Total		35	31	10	4	4	84

Count

The culture at my firm ... - Supports the use of permanent alternative schedules (i. e. working from home one day a week)

	Strongly Agree	Agree	Neither agree nor disagree	Disagree	Strongly disagree	Total
Male	12	8	4	3	1	28
Female	15	19	9	9	4	56
Self identify here	1	0	0	0	0	1
Total	28	27	13	12	5	85

Pay equity

Many female respondents are concerned about pay equity

74% of all respondents said that they are unaware if their company has conducted a pay audit for gender equity

22% of women don't believe that their firm does enough to protect them from pay discrimination. 42% neither agree nor disagree

Mentoring

Many female respondents had comments about their company's mentoring programs:

"HR and recruitment need to understand how to provide leadership training, mentoring, internships and policies surrounding the needs of women and women of color."

"Yes, I would like to see institutions make deliberate efforts to recruit, mentor and promote women and minorities throughout every business unit in their organizations, with strategic plans in place to achieve the establish goals, holding executives accountable through compensation via bonus plans etc."

Mentoring

"As new graduates enter banking, I think all should be offered mentors. I think for women and minorities immediate mentorship is vital. I recently interviewed for our internship program and saw a lot of minorities. They were all extremely impressive with high GPAs. However, their work experience was less applicable to financial services. They mostly worked in restaurants or retail stores. This resulted in the white male college juniors being able to start an internship program much higher on the learning curve. I was very sad to see how obvious it is that minorities need universities to help them gain valuable work experience starting freshman year so they won't be behind the learning curve. Therefore, mentorship will help bring minority interns up to speed."

Diversity and Inclusion

Very few respondents said their company offers any implicit bias/unconscious bias training

"The "glass ceiling" is alive and well in our industry. It is one thing to be a white woman, it is a totally different thing to be a woman of color. The biases of the "good ole boys club" is alive and well. Corporations will state we are recruiting for quality, not gender or race but the truth is much deeper than that. I believe some larger corporations try to do the right thing, but, the smaller or mid-size do not even understand or see there is a problem in their company. While this can be just an excuse it is also complacency, it's been this way for a long time and successful, so why change something that is not broken, without realizing it is broken."

Best Practices in Finance Occupations

- Reached out to 27 organizations with diversity initiatives or diversity missions
- Inquired about different programs used to improve diversity
 - If programs were identified we asked for more detailed information about the programs, how they were administered, funded, etc

Best Practices in Financial Services

- Recruiting Male Allies through a formal program
- Ensuring that diversity and inclusion targets managers
 - “people leave their work and their manager”
- Survey responses suggest that very few firms audit their pay, or if they do, employees are unaware of the outcome
 - high level job titles

Research on Technology

- Interviewed 13 women
- Recruited sample from NJ community colleges, for-profits technology schools, programs that provide certifications, Women in IT professional organizations, and LinkedIn
- 7 women between 40-50, 4 women between 25-35, 2 women between 18-25
- 11 women currently employed in the industry, 2 enrolled full-time in educational programs
- 4 more interviews scheduled

Key Themes

- Many of the women did not go to school for IT but trained on job
- Primarily motivated by the good paying opportunities to provide for themselves and their families
- Enjoy the “hands on” nature of the field
- Struggle with stereotypes about women and computing
- Work-life balance is a struggle with children and unpredictable hours
- Concerned about the lack of women in their industry

Fell into computing

- Many women in the sample discussed “falling into” the field after pursuing a degree in something unrelated
- A few changed their program of study into computing at the urging of a family member in IT or CS
 - They heard that there were opportunities for good pay and job growth
 - “Breadwinners”

Constantly Training

"So the classes were in New York City and Manhattan. And so I would take the train early in the morning, like 6:30 in the morning and would be home by 6:00 at night. Usually it would end like 4:30 and I'd hop on the train home. So those are mostly Monday through Friday classes on-site. And then at the end of the week you've got your certificate at the end. There was no online component for those at all."

Lack of awareness

- Most of the women in the sample were initially unaware of the many opportunities in this field
 - Many excel in “Hybrid roles”

“Um, I didn't see any classes that promoted it. And then we had typing classes in middle school and we use computers in the classes I suppose. But, um, you know, in high school I never really, I don't know, I had never been taught that there were other jobs out there that involve computers. Um, I, I guess I had friends that taught themselves to code and so they knew about it, but none of my friends really did that. It was just like acquaintances from classes.”

Lack of Work/Life Support

- Participants overwhelmingly struggled with work/life policies
 - Shifts late at night and on-call shifts
 - Lack of work/life policies
 - Under pressure to get more credentials/training
 - Would not recommend IT to other women

Lack of Work/Life Support

- “It's especially if you have any kinds of family complications. I try to really like, not bring family into the picture at work. Don't talk about them. I don't do anything like that because for some reason I just want to be seen as an IT professional. And that's it. You know, I don't want to be seen as, oh, she's a woman and her kid is sick and she's home again, you know, that type of thing.”

Bias and Stereotyping

- Not taken seriously as an IT professional
- “And then I said to him, oh, I'm from IT by the way. And he says, “Oh!,” like, I don't think he understood what my role was that I was coming to see him, you know. So I think people are a little bit taken aback. He was very professional. But I just think that first instant, like he's like, oh, I didn't expect you (to be the IT professional).”

Bias and Stereotyping

- “I get along with everyone and I’m well respected, but I'm not part of that male group. And you feel separate from that group itself. Like I always got along with the guys and you know, we went out for drinks and all the other stuff. But there was a connection that made you feel like you were on the outside a little bit, like you just weren't part of the team. They almost didn't know what to do with the girl in the group. Um, even though inside my head I can very much relate to them and I didn't feel like a girl. I felt like one of the guys, but I think the guys always thought of me as one of the girls if that makes any sense.”

Best Practices for Women in Tech

- All the women have relied on continuing education programs to remain in the field
 - Some provided by the employer
 - Some were supported by training grants or their own funds
 - A few were very disappointed with coding bootcamps
 - Many chose jobs based on professional development opportunities
- Technology certifications offered online were key to supporting women as they transitioned from one field to another
 - Commuting too cumbersome with work and family
 - Constant training and retraining

Best Practices

- Greater awareness about variety of jobs and opportunities
 - Latinas in STEM
 - Douglass Project
 - R&D council/STEM pathways
- More engaging introductory courses
 - Harvey Mudd
 - Douglass Living Learning Community
- Earlier education/certifications for IT and CS
 - CTE
 - Camden Dream Center/Industry partnerships
 - Hands-on