

Hello!

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I lean in with humanity in my work and personal life. You can find me on Linkedin @Tonette Salter



Session Takeaways

One

Awareness of gender data trends of Advance Manufacturing, and Water & Wastewater Technology enrollment and national data male/female dominated occupations.

Two

Deeper understanding of gender biases and how they manifest in career perceptions.

Three

Understanding the implications of gender stereotypes on career progression and opportunities.

PERKINS V. Nontraditional Fields Definition

Occupations or fields of work such as careers in computer science, technology and other current and emerging high skill occupations, for which individuals from one gender comprise less than 25% of individuals employed in each such occupation or field of work.





Why *Gender Diversity in Nontraditional Careers Matters?

*the equitable or fair representation of people of different genders within your organization.

*an umbrella term that is used to describe gender identities that demonstrate a diversity of expression beyond the binary framework.



Why *Gender Diversity in Nontraditional Careers Matters?

Four benefits

- 1. Different perspectives → removes thinking in or out of the box mindset
- 2. More desired working environment
- 3. Expands the audience appeal
- 4. Increase profit



STATEWIDE CE/CTE GENDER EQUITY EFFORTS

Agriculture, Water, and

(TOP CODE - 0958)

Agriculture, Water, and

NOTE: 46% Hispanic 3

Environmental Technologies

Water & Wastewater Technology

Water & Wastewater Technology

Environmental Technologies

Water & Wastewater Technology

11,988

2192

12,394

2243

2243

15,146

386

16,226

449

449

Year	System	Data Category	Sector/Cluster/Career Path	Enrollment by"M'	Enrollment by 'F'
2018	Secondary – (CDE)	Data Request	Manufacturing & Product Development	77%	21%

2021

2021

2021

2021

Post –Secondary (CCCCO)

Post –Secondary (CCCCO)

Post –Secondary (CCCCO)

Post –Secondary (CCCCO)

Launchboard

Launchboard

Launchboard

aunchhoard

Strong Workforce

Strong Workforce

Community College

Community College

Program

Program

Pipeline

Pineline

The Most Male Jobs

According to the BLS, these jobs have the highest % of male workers.

70						-					
Brickmasons/stonemasons	99.7								- 11	-	
Heavy vehicle mechanics	99.2										
Crane and tower operators	99.2										
Automotive body repairers	99										
Misc. vehicle equipment mechanics	98.8										
Electrical power-line installers	98.7			387			///				26.
Automotive service technicians	98.6			100		100			- "	- 10	
HVAC Workers	98.5								- 10	- 0	
Bus and truck mechanics	98.2										
Other extraction workers	98.1			4					61		
Plumbers, pipefitters, and	97.7										
Pest control workers	97.5										
Cement masons	97.2										
Insulation workers	97.1			10.0						- 10	
Electricians	96.9								(a)	10	
Electrical engineering techs	96.8										
Carpenters	96.8								100	70	
Roofers	96.7										
Construction Supervisors	96.5			300							-5
Construction laborers	96.2										
Welding workers	96.2			100							
0	10	2	0	30	40	50	60	70	80	90	100

The Most Female Jobs

According to the BLS, these jobs have the highest % of women workers.

•		- 6			-					
Preschool and kindergarten teachers	98.8					ti c				
Medical records specialists	95.9									
Childcare workers	94.8					- 10		- 1		
Speech-language pathologists	94.4					101				
Dental hygienists	93.9									
Skincare specialists	93.9									
Dental assistants	93.7									
Medical secretaries	93.3					''				
Secretaries and administrative	92.9					- 0				
Executive secretaries	92.5		100					- 0		
Dietitians and nutritionists	91.4									
Hairdressers/cosmetologists	90.8									
Home health aides	90.3									
Medical assistants	90.2									
LPNs (Licensed Practical Nurses)	90					10				
Child and school social workers	89.8									
Nursing assistants	89.3									
Billing and posting clerks	89.1									
Maids and housekeeping cleaners	88.3									
Receptionists	88.3									
Veterinary technologists and	88.1									
Nurse practitioners	88									
Registered nurses	87.4									
0	10	20	30	40	50	60	70	80	90	100

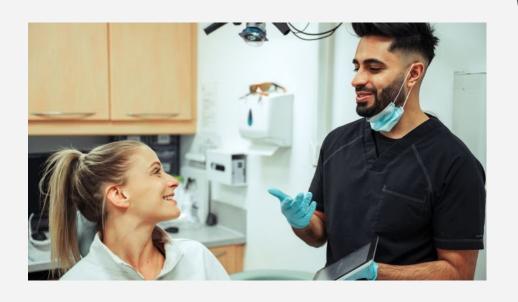






Unconscious Gender Bias





6.1% Dental Field

Societal expectations and developed stereotypes influence career perceptions.

"We must reject not only the stereotypes that others have of us but also those we have of ourselves", Shirley Chisholm Identify ways self-stereotyping influences careers decisions and behaviors and how might you minimize self-stereotyping?



Minimize Self-Stereotyping & Gender Bias

Relationship Wheel



Process of shifting

TAKE ACTION -- LIVE CLOUD WORD Minimizing Gender Bias

