



ISSUE 2

VOLUME 3

STATE EEO COORDINATOR

Greetings,

According to a recent news program, it said women are now graduating college at higher rates than men but women were still frustrated to see they are still earning only 0.75 cents on the dollar made by men.

March is Women's History Month and to celebrate this occasion I decided to ask a number of women what this month means to them. Here a few of the comments from the individual women I spoke to within the Personnel Cabinet:

"I still have visions of the age old picture of women in long dresses and hats standing outside with picket signs demanding the right to vote and women of color being relegated to the entertainment industry in order to be considered a success, I would like to see more emphasis put on women who are business and public sector leaders. I recall while in high school being told a myth that if the genders were equal, society would become unisex. When I confronted the person that made that comment, I was denied an opportunity to join the National Honor Society. I later left high school early and enrolled directly into college and found success by following my own path and not one set by stereotypes and myths. "

"I feel the hardest working and happiest of people don't necessarily have the best of everything; we just have to make the most of everything we have. Also, we have the ability to multitask and keep everything in the household moving forward and on time. I can leave work, pick up my child for an after school program and still make it on time for my daughter's dance class."

"The inclusiveness of all females who can identify with each other reached over the bounds of age and race, all women have things in common to bond them together."

"Throughout my education and career I have been treated equally with men. It is easy for women of my generation to take equal treatment for granted. Women's History Month is important because it reminds us of the earlier women who fought to establish that equality."

Does any of this resound with you and your experiences? How have your experiences been similar or different? Share these thoughts with your co-workers and family and begin a discussion on the subject. The more we open up the more we are able to understand where we came from and where we must go next.

For more information about the role women have played in the shaping of America, please check out a list of resources on Page 4.

Regards,
Singer

ODE TRAINING NEWS

— 2011 ODE Training Schedule —

Date	Audience	Title	GSC Room	Time
2/09/11	State Employees	Anti-Harassment	5th Floor	9am - 12 pm
	State Employees	Diversity	5th Floor	1pm - 4 pm
3/09/11	State Employees	Anti-Harassment	5th Floor	9am - 12 pm
	State Employees	Diversity	5th Floor	1pm - 4 pm
4/13/11	State Employees	Anti-Harassment	5th Floor	9am - 12 pm
	State Employees	Diversity	5th Floor	1pm - 4 pm
5/11/11	State Employees	Anti-Harassment	5th Floor	9am - 12 pm
	State Employees	Diversity	5th Floor	1pm - 4 pm
6/15/11	State Employees	Anti-Harassment	5th Floor	9am - 12 pm
	State Employees	Diversity	5th Floor	1pm - 4 pm
7/13/11	State Employees	Anti-Harassment	5th Floor	9am - 12 pm
	State Employees	Diversity	5th Floor	1pm - 4 pm
8/10/11	State Employees	Anti-Harassment	5th Floor	9am - 12 pm
	State Employees	Diversity	5th Floor	1pm - 4 pm
9/14/11	State Employees	Anti-Harassment	5th Floor	9am - 12 pm
	State Employees	Diversity	5th Floor	1pm - 4 pm
10/12/11	State Employees	Anti-Harassment	5th Floor	9am - 12 pm
	State Employees	Diversity	5th Floor	1pm - 4 pm



1.) How can you tell whether compensation discrimination may be occurring in a workplace?

Of course, there can be an explicit policy or other direct evidence of compensation discrimination. For example, in the past, some employers provided lower pension benefits to women even though the women made the same pension contributions as men. This was held unlawful by the Supreme Court. Typically, however, discrimination in compensation is more subtle and requires closer examination. The basic approach outlined in the Compliance Manual section is to identify similarly situated employees and compare their compensation. If there are differences, the next step is to determine whether there are nondiscriminatory reasons for the differences. If not, the differences may well be due to discrimination. Even if there appear to be nondiscriminatory reasons, those reasons should be evaluated to determine whether they actually explain the pay differences.

2.) How do you determine whether employees are similarly situated?

The jobs the employees hold should be similar enough that one would expect the jobs to pay the same. This need not be an overly rigid process. The key is what people actually do on the job, not job titles or departmental designations. Skill, effort, responsibility, and the general complexity of the work are guideposts in determining job similarity.

3.) What if members of one protected group are lower-paid than others but there is no indication that the pay practices themselves are discriminatory? For example, what if job category A requires less skill, and therefore is lower-paid, and almost all of the employees in job category A are women?

In this situation the mere fact that almost all of the employees in job category A are women does not in and of itself violate the law. But it is important to make sure that the employer does not limit the employment opportunities of women. The focus should be on whether women are hired into job category A and other job categories on a nondiscriminatory basis, and whether women are treated equally in promotions and transfers. In addition, performance appraisals, procedures for assigning work, and training opportunities must be nondiscriminatory. If any of these employer practices are discriminatory, they violate the law in their own right, in addition to affecting employee compensation.

**From the EEOC Compliance Manual, Section 10: Questions and Answers: Compensation Discrimination. For more information on Compensation Discrimination visit: <http://www.eeoc.gov/policy/docs/compensation.html>*

WOMEN'S HISTORY MONTH

TEST YOUR KNOWLEDGE (Answers on Page 5)

1. What woman was the first African-American woman to win the Nobel Prize for Literature. ?
2. Who was the first woman to run for President of the United States (1872)?
3. Who opened up social work as a profession for women, and also won the 1931 Nobel Peace Prize for her anti-war organizing work?
4. Which Mexican-American woman has repeatedly been the leading money winner in the Ladies Professional Golf Association?
5. Who was the first woman Poet Laureate of the United States?
6. Who was the first "First Lady" to have developed her own political and media identity?
7. Who wrote the first version of the Equal Rights Amendment, in 1923?
8. Who was the first Black woman elected to Congress?
9. What leading suffragist was arrested and convicted of attempting to vote in the 1872 election?
10. Who was the first Chinese-American woman ever elected to hold a statewide office in the United States?
11. What journalist traveled around the world in 72 days in 1890?
12. What woman was turned down by 29 medical schools before being accepted as a student, graduated at the head of her class, and became the first licensed woman doctor in the U.S.?
13. When was the Equal Rights Amendment first introduced into Congress?
14. Who was the last queen of the Hawaiian Islands, deposed because American business interests wanted to annex Hawaii to the U.S.?
15. Which woman was banished from the Massachusetts Bay Colony for holding religious discussion meetings in her home?
16. Who spoke out for the advancement of American Indians' rights from speaker's platforms nationwide and before Congressional committees in the 1880s?
17. Who was the first Hispanic woman to serve as U.S. Treasurer?
18. Who was the Shoshone Indian woman who served as guide and interpreter on the Lewis and Clark expedition?
19. Who was Chair of the Board and publisher of The Washington Post and Newsweek magazine, and also oversaw six broadcasting stations?
20. When did officials of Little League Baseball announce that they would "defer to the changing social climate" and let girls play on their teams?
21. When did Title IX of the Education Amendments of 1972 go into effect, prohibiting discrimination on the basis of sex in federally funded school programs and activities?
22. What woman was invited to teach nuclear physics at Princeton University, even though no female students were allowed to study there?

FOR MORE INFORMATION

- Library of Congress
<http://womenshistorymonth.gov/>
- National Women's History Project
<http://www.nwhp.org/whm/index.php>
- National Women's History Museum
<http://www.nwhm.org/>
- History.com
<http://www.history.com/topics/womens-history-month>
- Smithsonian Institute
http://www.smithsonianeducation.org/heritage_month/whm/index.html
- Smithsonian Magazine
<http://www.smithsonianmag.com/specialsections/womens-history/womens-history-month.html>



ANSWERS FROM PAGE 4.



1. Toni Morrison



2. Victoria Woodhull



3. Jane Addams



4. Nancy Lopez



5. Rita Dove



6. Eleanor Roosevelt



7. Alice Paul



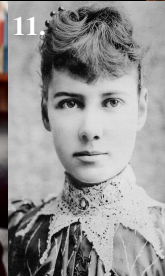
8. Shirley Chisholm



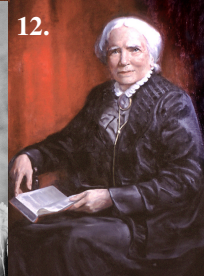
9. Susan B. Anthony



10. March Fong Eu



11. Nellie Bly



12. Elizabeth Blackwell



13. Queen Liliuokalani



10. Anne Hutchinson



15. Sarah Winnemucca



16. Romana Bañuelos



17. Sacajawea



18. Katherine Graham

19. 1976

1976



20. Chien-Shiung Wu

EEOC SPOTLIGHT

Jury Awards over \$1.5 Million in EEOC Sexual Harassment and Retaliation Case Against Mid-American Specialties

<http://www.eeoc.gov/eeoc/newsroom/release/3-4-11.cfm>

EEOC Files Sex Discrimination Lawsuit Against Presrite Corporation

Metal Forging Company Excluded Class of Women From Jobs, Federal Agency Charged

<http://www.eeoc.gov/eeoc/newsroom/release/2-7-111.cfm>

Channel 25 Settles EEOC Race And Sex Bias Suit

KOKH and Parent Company, Sinclair Broadcast Group, Paid Black Female Reporter Less Than Coworkers, Federal Agency Charged

<http://www.eeoc.gov/eeoc/newsroom/release/3-3-11a.cfm>

QUOTATION OF THE MONTH



"If we are to achieve a richer culture, rich in contrasting values, we must recognize the whole gamut of human potentialities, and so weave a less arbitrary social fabric, one in which each diverse human gift will find a fitting place."

Margaret Mead (1901-1978)

Cultural Anthropologist

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