



What do you see?

Hello!

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



Nontraditional careers requires

***Debunking
The Biases***

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.

Poll

What is Gender?





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

A close-up profile of a leopard's face, showing its distinctive brown and black spotted fur and a sharp yellow eye. A large black arrow points from the left towards the text. The background is a soft, out-of-focus orange and white.

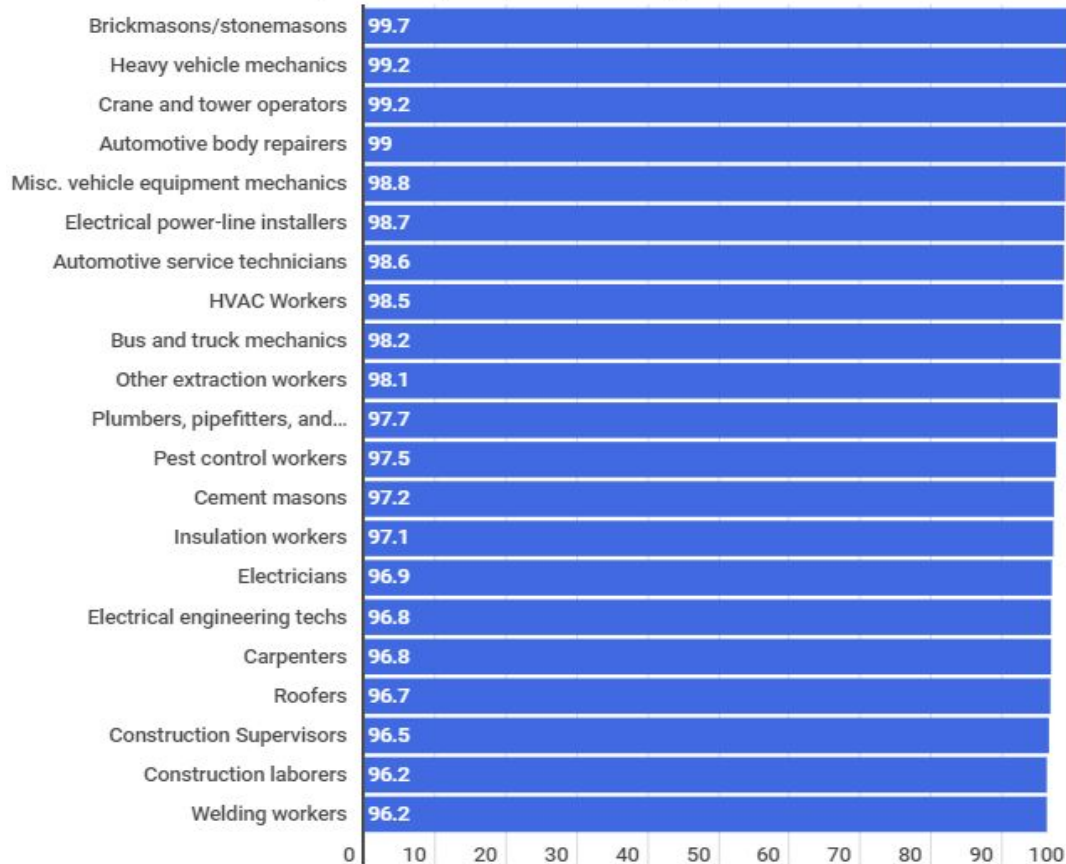
Data Lens

STATEWIDE CE/CTE GENDER EQUITY EFFORTS

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	Post –Secondary (CCCCO) Launchboard	Strong Workforce Program	Agriculture, Water, and Environmental Technologies	11,988	15,146
2021	Post –Secondary (CCCCO) Launchboard	Strong Workforce Program	Water & Wastewater Technology (TOP CODE - 0958)	2192	386
2021	Post –Secondary (CCCCO) Launchboard	Community College Pipeline	Agriculture, Water, and Environmental Technologies	12,394	16,226
			NOTE: 46% Hispanic 3		
			Water & Wastewater Technology	2243	449
2021	Post –Secondary (CCCCO) Launchboard	Community College Pipeline	Water & Wastewater Technology	2243	449

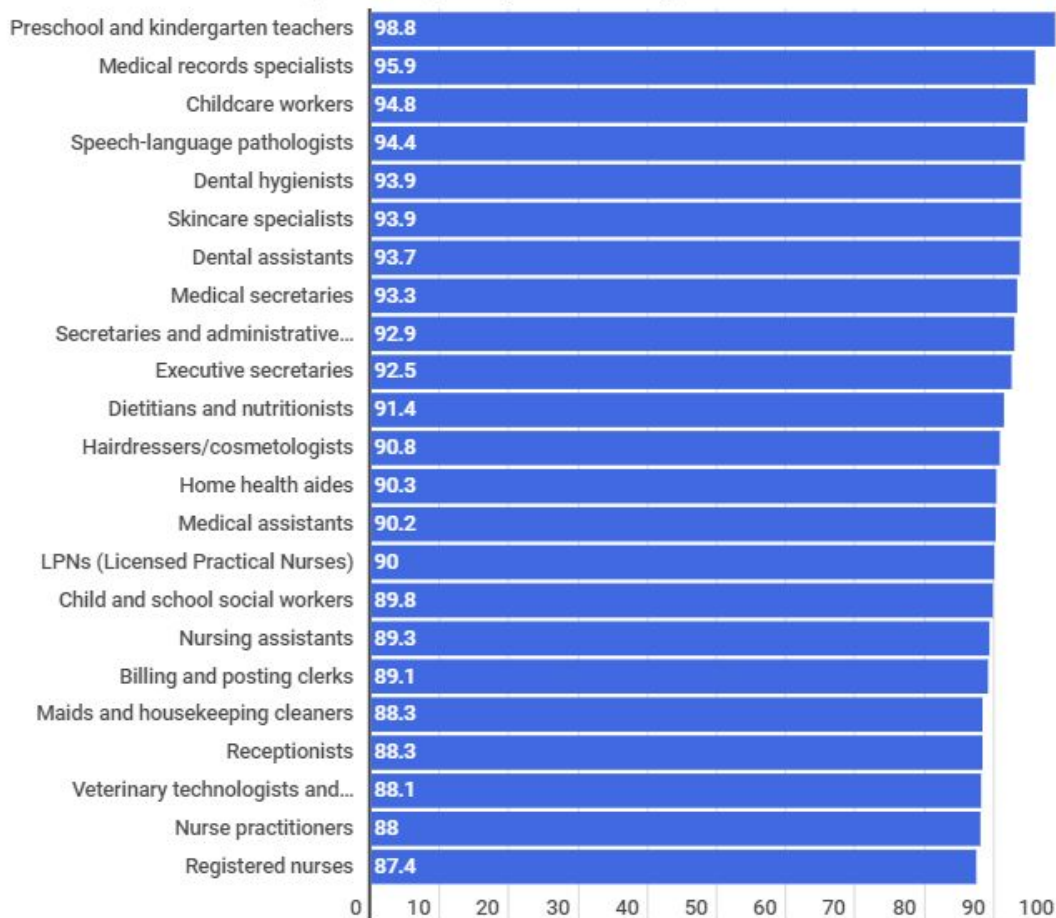
The Most Male Jobs

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



The Most Female Jobs

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





Poll Discussion





Unconscious Gender Bias



Understanding Gender
Stereotypes influences Career
Perceptions



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*

Inter

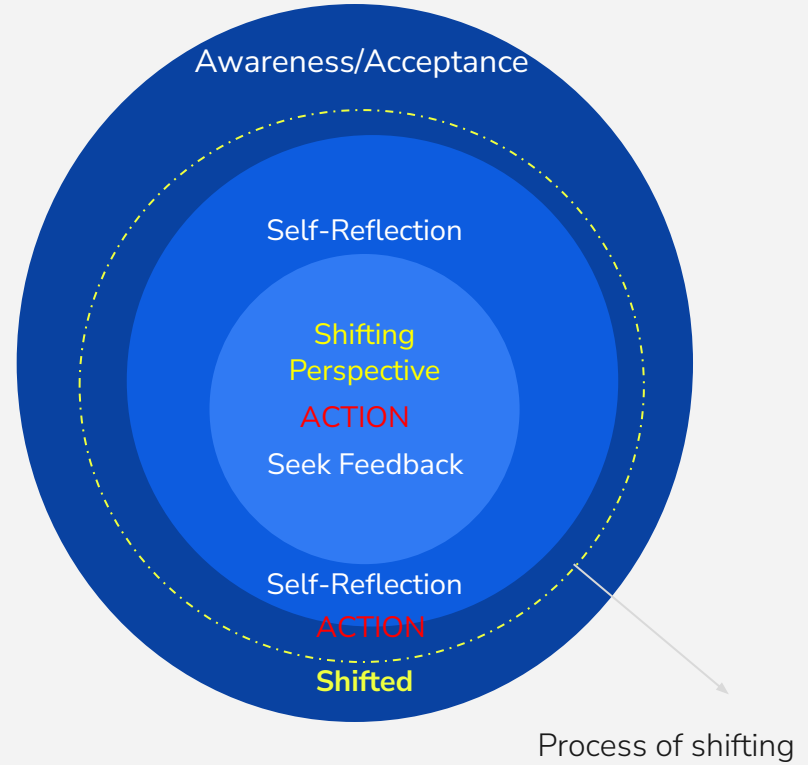
Self-stereotyping (Group) Exercise



Identify ways self-stereotyping influences careers decisions and behaviors and how might you minimize self-stereotyping?

Minimize Self-Stereotyping & Gender Bias

Relationship Wheel



TAKE ACTION -- LIVE CLOUD WORD
Minimizing Gender Bias

