Thursday, April 16, 2015
5:30 – 7 p.m.
Gardner Auditorium, The W.A. Franke College of Business
Facilitated by: Ms. Andrea Houchard, Director, Philosophy in the Public Interest

AGENDA

5:30 p.m.
Welcome and Introduction
Ms. Andrea Houchard, Director, Philosophy in the Public Interest

5:45 p.m.
Community Discussion
Ms. Andrea Houchard, Director, Philosophy in the Public Interest

1) What evidence or experience support that there is gender inequality and economic disparity that harms women?
2) What evidence or experiences support that there is no gender inequality or economic disparity that harms women?
3) To the extent that there is gender inequality, is it just or unjust?

6:50 p.m.
Closing Questions and Recap of Discussion

Campus Committee

Special thanks to our partners, supporters and venue hosts!

The Hot Topics Café is grateful for support from the Mckenzie Endowment for Democracy.
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WHAT IS PATRIARCHY?
Patriarchy can be defined as a “set of social and behavioral norms that are considered to be socially appropriate for individuals of a specific sex.” Patriarchy is reinforced historically and culturally where males (and not females) are considered authority figures in society. A patriarch subordinates women to men. In a contemporary context, patriarchy persists to the extent males enjoy more privileges than women in various institutions

THE WORKPLACE
Women may experience subtle or overt discriminatory acts at work. Some of these include:

- Not being taken seriously in a professional environment
- Being paid less for the same work.
- Being expected to do typically female tasks such as bring in cookies, or get beverages.
- Being excluded from male-only social events that lead to friendships, favors, promotions and other perks

Additionally, women are very often subjected to occupational sexism such as sexual harassment, which can hinder the woman’s credibility and reputation in a professional atmosphere, and her well being. It is also illegal.

OPENING STATEMENT

We acknowledge that gender inequality and economic disparity extends far beyond cisgender women. For simplicity that space and time constraints require, the topic has been framed in a cisgender, binary fashion.
THE WAGE GAP

A salary comparison between men and women shows there is gender pay inequity.

- Women typically make 76-78 cents for every dollar men earn for performing the same task.
- Some account for the wage gap because women (more frequently than men) engage in part-time or “work in lower-paid industries.”
- However, evidence for a wage gap can be found in many occupations and income level.

Though not extreme, NAU faculty have a gender wage gap. Below are the NAU faculty salaries of 2012-2013:

**Male faculty:**
- Average weighted monthly salary: $11,411
- Average 9 month salary: $102,701
- Average effective annual salary: $136,936

**Female faculty:**
- Average weighted monthly salary: $10,540
- Average 9 month salary: $94,860
- Average effective annual salary: $126,482

According to the 2013 issue of Harvard Business Review, there are fewer women in higher positions or ranks in organizations:

The term “glass ceiling” refers to the institutional barriers preventing or limiting women from advancing in their workplace. It can also be considered how social power dynamics play into workplace culture and economical issues women face. The glass ceiling may also contribute to gender inequality.
2) What evidence or experiences support that there is no gender inequality or economic disparity that harms women?

Perhaps women are creating the pay gap themselves. Steve Toback from CBS news reports that the pay gap exists because men will choose the higher paying jobs or career routes.

- Men are more likely to choose “dangerous” careers such as fishing, logging, being aircraft pilots, or may work as construction laborers. Toback argues they will naturally be paid more for this.
- Men seek out the higher-paying occupations
- Men typically work longer hours so they must be paid more.

Similarly, Mark Perry reporting for the American Enterprise Institute (AEI) claims that once you consider a “ceteris paribus” condition, the pay gap does not exist. The supposed gap comes from various influence of choices a woman might make such as deciding to marry or have children.

3) To the extent that there is gender inequality, is it just or unjust?

“[T]hat the principle which regulates the existing social relations between the two sexes – the legal subordination of one sex to the other – is wrong in itself, and now one of the chief hindrances to human improvement; and that it ought to be replaced by a principle of perfect equality, admitting no power or privilege on the one side, nor disability on the other.” – John Stuart Mill, *The Subjection of Women* 1869

“…in the education of women, the cultivation of the understanding is always subordinate to the acquirement of some corporeal accomplishment.” – Mary Wollstonecraft, *A Vindication of the Rights of Woman*, 1792
It is important to note that there are different types of justice that may be at play when evaluating possible gender inequality. Ron Sider, author of *For the Health of the Nation: An Evangelical Call to Civic Responsibility* notes four types of justice.

- **Commutative:** between “private parties,” everyone should be measured or weighed in the same fashion.
- **Retributive:** what is due to someone when they have done wrong or broken the law
- **Procedural:** a justice requiring a transparent legal framework wherein there is an unbiased court system, freedom of speech, the ability to assemble for the vote, etc.
- **Distributive:** refers to how the goods of society are divided. For example, consider the division of public goods such as health care, money, and educational opportunities. There is a question of whether the government has a role in determining fair distribution of these goods or whether it should only promote “fair outcomes.”

In relation to the types of justice, how can we define equality? The Equality and Human Rights Commission defines equality as:

“...ensuring that every individual has an equal opportunity to make the most of their lives and talents, and believing that no one should have poorer life chances because of where, what or whom they were born, what they believe, or where they have a disability. Equality recognizes that historically, certain groups of people with particular characteristics e.g. race, disability, sex and sexuality, have experienced discrimination.”

Some may argue free market forces will naturally drive gender inequality.

- Perhaps the nature of a free market based economy can be considered “just.” One could say then, if gender inequality results from free markets then gender inequality is just.

However, consider how women may choose different career paths where (1) there are not many options available to them, or (2) they may be socially forced to attend to a career that is not initially attractive but deemed more suitable for them. Should women, therefore, be satisfied with a “suitable” career path?
HOT TOPICS CAFÉ CAMPUS COMMITTEE

The "hot topics" in the on campus Hot Topics Cafés on the NAU campus are nominated and selected by student representatives of clubs and organizations on NAU Campus that represent diverse constituencies and viewpoints. We thank our student committee members for their participation.

Kaitlin Baker, Philosophy in the Public Interest
Glenda Chavez, Franke College of Business Ambassador
Jessica Hardi, Mentor, Peer Jacks
Alexander Hayes, Business Leadership Program
Jordan Millidge, Mentor, Peer Jacks
Brianna Miloz, Franke College of Business Ambassador
Brendan Moore, Franke College of Business Ambassador
Gabriella Nunnally, Social Justice Committee, Chair, Black Student Union
Taylor Vargecko, Business Leadership Program
Jonathan Walker, Franke College of Business Ambassador
Emma Wentz, Philosophy in the Public Interest
Torrey Westfall, Business Leadership Program
Jayme Worden, Franke College of Business Ambassador

NAU's Philosophy in the Public Interest is non partisan and does not endorse any position with respect to the issues we discuss. Philosophy in the Public Interest is a neutral convener for civil discourse.

Sources
http://www.iep.utm.edu/milljs/#SH2f
http://www.frejya.net/mary/quote.html

LOOK FOR MORE ON CAMPUS HOT TOPICS CAFÉS IN FALL 2016
REMAINING HOT TOPICS CAFÉS THIS SPRING

**FLAGSTAFF**

**Environmental Topics**

**Setting Personal Environmental Priorities**
Thursday, April 23rd, 2015, 2:30 - 4 p.m.
*Museum of Northern Arizona*

**Changing the Climate around Climate Change**
Wednesday, May 6th, 2015, 2 - 3:30 p.m.
*Museum of Northern Arizona*

**SEDONA**

**Environmental Topics**

**Changing the Climate around Climate Change**
Monday, May 4th, 2015, 3:30 - 5 p.m.
*Sedona Public Library*