NYU Robert F. Wagner Graduate School of Public Service logo

PADM-GP 2112

Gender in the Workplace

Spring 2024

# Faculty Information

Professor Judy Pryor-Ramirez (“Professor J”)

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Student Office hours: By appointment only

# Course Information

Time: Wednesdays, 4:55 - 6:35pm

Location: 31 Washington Place (Silver Center), Room 508

# Description

Gender operates at all levels of our social world and is deeply embedded in how work is organized, experienced, and rewarded (or not). This course provides an overview of classical theory and contemporary research on gender and the workplace. In examining this topic, we will pay close attention to the different ways that scholars conceive of gender and their intersections and explore how these different conceptions shape our understanding of gender in the workplace. The course aims to be fairly broad-based in its coverage of gender and work in order to cover various domains.

# Course Design & Pedagogy

The course will combine conceptual and experiential approaches to exploring gender in the workplace. Readings will introduce key concepts and useful ways of thinking about a given week’s topic. In-class discussions, assignments, guest lectures, and site visits will provide opportunities to apply theories, concepts, and research to particular situations to hone your analytical skills. The written assignments require you to consolidate your insight and practice your analytical and communication skills.

# Learning Objectives

There are three learning objectives that cut across each class. By the end of this class, students will be able to:

1. Describe and apply an intersectionality perspective related to workplace issues through the use of the self-reflexive research method, autoethnography
2. Demonstrate how gender influences work and how work is rewarded or not through the application of theories and frameworks from course readings and lectures
3. Identify and assess a gender-related policy issue in the workplace and create an appropriate advocacy solution through the analysis and application of quantitative and qualitative empirical evidence or policy research

# Course Material

* Brightspace Page: You will find the course syllabus, assignments, readings, and slides on our course Brighspace.
* Course Material: To keep costs down, I am providing you with all of the readings that copyrights allow me to post in Brightspace.

# Course Schedule *(see Brightspace for links to readings)*

|  |  |  |
| --- | --- | --- |
| **Date** | **Topic** | **Readings** |
| 1/24 | Intro to Gender & the Workplace | Spade, [“Administrating Gender”](https://drive.google.com/file/d/1O2kYumsA8PWwW7hg3MGCvcxfXk8gIXpv/view?usp=share_link) |
| 1/31 | NO CLASS - PROF. J SICK | NO READINGS DUE |
| **Unit 1: Mapping the Intersections of Gender in the Workplace** | | |
| 2/7 | Historical View on Gender and the Workplace | Burnier, [“Frances Perkins’ Disappearance from American Public Administration”](https://drive.google.com/file/d/1iKxJln32hy10gdv-5wk_LA7rTsIRVK3q/view?usp=share_link)  Gallagher, Chapter 2 in [Black Women and Politics in New York City](https://drive.google.com/file/d/1FR1RR-BpYZXZ8oEdo9lhVfWJMfF5tcOu/view?usp=sharing) ( pages 1-11 only)  NPR Throughline Podcast, [The Lavender Scare](https://www.npr.org/transcripts/1192980071) (51-minute episode)  Reference Text: Hancock, [“Politics of Disgust”](https://drive.google.com/file/d/1C1ifLBSQIC1YHxS-wNCoAnm1EcGf857J/view?usp=share_link) |
| 2/14 | Theories of Gender and Race | Acker, “[Hierarchies, Jobs, Bodies](https://drive.google.com/file/d/1hzw32dEDVqG6LAIzT9RKSTqylV5Wy40D/view?usp=drive_link)”  Heckler, [“Whiteness and Masculinity in Nonprofit Organizations](https://drive.google.com/file/d/1GxlOkrRf0jRNHNT_2ai2YVQx21Wyj_kK/view?usp=share_link)”  Peretz, [“Locally Specific Matrices of Domination”](https://drive.google.com/file/d/1YH-Rhq4q39SYj_NIWCgo3K17EMJorh-u/view?usp=share_link)  Reference Texts:  Borry & Getha-Taylor, [“Automation in the Public Sector”](https://drive.google.com/file/d/1ftGuPm_wXEVEvqTZGlFbn_YTcY8tWhBw/view?usp=share_link)  Collins, [“Matrix of Domination”](https://drive.google.com/file/d/1X1tUABGsf7VeI4b8EMf1e8yC5ITqupM-/view?usp=share_link)  Crenshaw, [“Demarginalizing the Intersection of Race and Sex”](https://drive.google.com/file/d/1u3GauhCdN43kMvDco2JEduz1wa3FlI5-/view?usp=share_link) |
| 2/21 | Class and Gender  T&L Team:\_\_\_\_\_\_\_ | Gruys, [“Making Over Poor Women”](https://drive.google.com/file/d/1YrZ-fz3s28Nt77lfphmX9ebUNBDBcU-a/view?usp=share_link)  Spade, [“Compliance is Gendered”](https://drive.google.com/file/d/1TFhdhcOUzYKAD_qOOwObYxiatKiog1Wo/view?usp=share_link)  Reference Text: Crompton, [“Class Theory and Gender”](https://drive.google.com/file/d/1fgjKLYhalD08EA2UkD19wMc4Nn-H-v80/view?usp=share_link) |
| 2/28 | Sexuality and Gender  T&L Team:\_\_\_\_\_\_\_ | Matthews & Poyner, [“Queer(y)ing Public Administration”](https://drive.google.com/file/d/13tcKkVDvE8WpPbQSpJw906VTAFvWuHY1/view?usp=share_link)  Thoroughgood et al, “[Creating a Trans-Inclusive Workplace](https://drive.google.com/file/d/1GN2qxceRa5cZJAkZDxOY1v2a71NADMrI/view?usp=share_link)”  Reference Text: Ng , et. al, [“Anticipated Discrimination and a Career Choice in Nonprofit”](https://drive.google.com/file/d/1Y5mPz9jkSfxVQRGoiZ5OsBDlAqlb6rPJ/view?usp=share_link) |
| **Unit 2: Sites of Gender Tension in the Workplace** | | |
| 3/6 | Hiring and Talent Development  Guest Discussant: [Meredith Reitman, Ph.D.](https://www.reitmanresearch.com/aboutrrs.html)  T&L Team: | Independent Sector, [“Gender Equality in the Charitable Sector](https://drive.google.com/file/d/1r_rfIbFI4lA5dORlcZypp4xogWKYNv4m/view?usp=share_link)”  Lucas, et. al, [“Reduce Gender Bias in Hiring”](https://drive.google.com/file/d/1o_Iw23ITRwo_bEF4D5Ck4YFLCfbrpgyS/view?usp=share_link)  Reference Text: Executive Order 14035[, “DEIA in the Federal Workforce”](https://www.govinfo.gov/content/pkg/DCPD-202100538/pdf/DCPD-202100538.pdf) |
| 3/13 | Wages and Salary Negotiation  T&L Team:\_\_\_\_\_\_\_ | Flanagan, [“The Feminist Case for a Universal Basic Income”](https://slate.com/human-interest/2018/01/the-feminist-case-for-universal-basic-income.html)  Lee & Lee, [“The Roots of the Gender Pay Gap in Nonprofit”](https://drive.google.com/file/d/12N-UfE4SBqzi9RLZeKbPkPkxV_5r91-p/view?usp=share_link)  Reference Text: Recalde & Vesterlund, [“Gender Differences in Negotiation and Policy Improvement”](https://drive.google.com/file/d/1-lJm-OzKGjrcvswysuBf6x-nyA7SbW3D/view?usp=share_link) |
| **3/20** | **Spring Break - no readings due** | |
| 3/27 | Leadership and Glass Cliffs  T&L Team:\_\_\_\_\_\_\_ | Harvey Wingfield, [“Racializing the Glass Elevator”](https://drive.google.com/file/d/1XtlpckjQdN3pL4rhiK5QBHe_rhgMO6hR/view?usp=share_link)  Rendon, [“Underpaid Black Leader Who Turned Around Social-Justice Nonprofit Resigns”](https://drive.google.com/file/d/18g2JV8t4qAubFgllwS-ZtWfAzxCshOvW/view?usp=share_link)  Reference Text: Yang, et. al, [“Is There a Glass Cliff in Local Government Management”](https://drive.google.com/file/d/1mgbiU-mh3QgPF_SGYbBVoFzPAdNqCKJf/view?usp=share_link) |
| 4/3 | Discrimination and Harassment  T&L Team:\_\_\_\_\_\_\_ | Cavico, et al, [“Appearance Discrimination, Lookism, and Lookphobia in the Workplace”](https://drive.google.com/file/d/1OrrtozwHMYf-zKDrziRzv32drJCmZ-fn/view?usp=share_link)  Saguay & Rees, [“Gender, Power, Harassment”](https://drive.google.com/file/d/17uQJZbStzS4qdIzIjErdmRHAZmDcayGI/view?usp=share_link)  *Read 1 Op-ed as your in-class case study:*  Crenshaw, [“Black Women Still in Defense of Ourselves](https://www.thenation.com/article/archive/black-women-still-defense-ourselves/)”  Garza, [“As the Floodgates Open, Don’t Forget about Our Cleaners, Nannies, and Carers”](https://www.buzzfeednews.com/article/aliciagarza/these-women-are-on-the-sexual-assault-frontlines)  Bruggeman, [“For Male Survivors of Sexual Assault”](https://www.usatoday.com/story/opinion/2019/07/26/sexual-assault-among-men-needs-discussed-metoo-column/1807577001/) |
| **Unit 3: Affective Aspects of Gender in the Workplace** | | |
| 4/10 | Emotional Labor and Gender in the Workplace  T&L Team:\_\_\_\_\_\_\_ | Harvey Wingfield, [“The Unmanaged Heart”](https://drive.google.com/file/d/1fERBQYd_LSI8G8HTOjuO2cwcC8MfYlup/view?usp=share_link)  Eschenfelder, [“Exploring the Nature of Nonprofit Work Through Emotional Labor”](https://drive.google.com/file/d/1mfmXN1sxC856LbnfP23Jl7PlwTJ2saEW/view?usp=share_link)  Reference Text: Meier, [“Gender and Emotional Labor in Public Organizations”](https://drive.google.com/file/d/1INAeRlNJUrJL1PDscN798dAvDlL9UwrJ/view?usp=share_link) |
| 4/17 | Care Ethics and the Public Sector Workplace  T&L Team:\_\_\_\_\_\_\_ | Tronto, [“An Ethic of Care”](https://drive.google.com/file/d/1ZKvit0jKarcpQsZRVcD1QDkjtshrWIWy/view?usp=share_link)  Sandberg & Elliott, [“Toward a Care Centered Approach for Nonprofit Management](https://drive.google.com/file/d/1TbrhozWdSr75OrBwxySyIcCABXW9sKF2/view?usp=share_link)  Reference Text: Tronto [video](https://www.youtube.com/watch?v=H-utAjZ_obc) about care. [duration: 8 min, 49 secs] |
| 4/24 | Resistance through Complaint and Power Building  \*\*In-Class Project Time\*\* | Ahmed, [“Hearing Complaint”](https://drive.google.com/file/d/1TTomXUnelt0mLVDNOIUeXTNsgn0ZoQFs/view?usp=share_link)  Pinto, et. al, [“Healing into Power”](https://drive.google.com/file/d/1zEcGrslx8Fdh0bGWzCM2w6rlZ4sfhX3U/view?usp=share_link)  Reference Text: Ahmed [video](https://youtu.be/zadqi8Pn0O0?feature=shared) on complaint, watch from 9:54-14:40 (you are welcome to watch the whole thing but these few minutes relate to the Ahmed reading above) |
| 5/1 | Final Presentations | *No Readings Due* |
| **5/8** | **Finals Week - No Class** | |

# Assignments and Deadlines

There are (3) kinds of assignments in this course: Unit 1 and Unit 2 assessments, a Teaching & Learning facilitation, and a Final Group Project. All readings, assignments, and preparation for class must be completed before the start of class as noted in the above schedule. You will find full descriptions of the assignments on Brightspace.

## *Quick Overview of Deadlines*

|  |  |  |
| --- | --- | --- |
| **Major Assignments** | **Due Date** |  |
| Unit 1 Assessment: Gender in the Workplace Autoethnography (Individual) | 3/4, 12pm EDT | 20% |
| Unit 2 Assessment: “Take it Outside” Interview (Individual) | 4/8, 12pm EDT | 20% |
| T&L Facilitation (Pairs) | Dates will vary by pairs - see Brightspace | 15% |
| Final Project: Policy Brief + Advocacy Tool (Group) | 5/1, 4pm EDT | 30% |
| Weekly In-class Participation | ongoing | 15% |

# A Note on In-Class Participation

Each of us brings different and relevant experiences to the classroom, so we will be learning from each other, challenging our assumptions, and trying to understand the reasoning that underlies our emergent understanding of each week’s topics. The only way to develop a sharp analysis and contribute insightful comments to the class is to read the articles carefully by having annotated and prepared questions and comments for in-class discussions.

# Statement of Academic Integrity

All students enrolled in this class are required to read and abide by [Wagner’s Academic Code](https://wagner.nyu.edu/portal/students/policies/code). All Wagner students have already read and signed the [Wagner Academic Oath](https://wagner.nyu.edu/portal/students/policies/academic-oath). Plagiarism of any form will not be tolerated and students in this class are expected to report violations to me. If you are unsure about what is expected and how to abide by the academic code, you should consult with me.

# ChatGPT Guidance

The [policies of Wagner](https://www.nyu.edu/about/policies-guidelines-compliance/policies-and-guidelines/academic-integrity-for-students-at-nyu.html) require that you complete and submit your own work. If you use ChatGPT, Bard, and other generative AI tools in your work, you must cite them. If you don’t, this violates the school’s norms, and you will be held to the guidance outlined in [Wagner’s Academic Integrity Policy](https://wagner.nyu.edu/portal/students/policies/code#sec-B1) .

# Professor J’s Classroom Policies

* *Attendance and Punctuality:* You are expected to attend all class sessions and arrive to class on time. Please email me if they will miss class and it is the responsibility of the student to make up all work if absent from class. If more than three or more unexcused absences, your final grade will be negatively reflected in your participation grade. For prolonged absences, the student must notify me, your academic advisor and/or The Dean’s Office.
* *Changes to readings/assignments:* This syllabus is subject to change. Pre-assigned readings may be adjusted and occasionally supplemental reading or small exercises may be added throughout the course to enhance learning. If this is the case, I will update the assignments or make adjustments on Brightspace at least one week before the due date. My goal is to notify you with plenty of time for anything that might affect your schedule and workload.
* *Late assignments:* Please request permission from me at least 48 hours in advance of the due date if you expect your assignment to be late. Late assignments without prior notification will result in a Zero grade or F. If more than three or more assignments are late in the course without prior notification, your final grade will be negatively affected. Approved extenuating circumstances do not apply in this case.
* *Revise & Resubmit:* Towards the goal of continuous improvement, I welcome revised and re-submitted (R&R) assignments for re-grading. This must be arranged with me to finalize a revised deadline. Late assignments are not eligible for “revise and resubmit” consideration. You exercise this policy only once per semester. Choose your R&R assignment carefully!
* *Eating & Drinking:* Eating and drinking are permitted as long as your meal does not interfere with teaching and learning (i.e., loud eating sounds and packaging, etc.)
* *Tech in Class:* Cell phones, smartphones/smart devices, tablets, and laptops should not be used during class unless otherwise specified.

# NYU’s Calendar Policy on Religious Holidays

[NYU’s Calendar Policy on Religious Holidays](https://www.nyu.edu/about/policies-guidelines-compliance/policies-and-guidelines/university-calendar-policy-on-religious-holidays.html) states that members of any religious group may, without penalty, absent themselves from classes when required in compliance with their religious obligations. Please email me at least one week prior to the next class if you should be absent for a religious holiday.

# Wagner Writing Center

The Wagner Writing Center offers writing support through tutors, workshops, and a writing series. Visit them at: [https://wagner.nyu.edu/portal/students/academics/advisement/writing-center#](https://wagner.nyu.edu/portal/students/academics/advisement/writing-center)

# ChatGPT Guidance

The [policies of Wagner](https://www.nyu.edu/about/policies-guidelines-compliance/policies-and-guidelines/academic-integrity-for-students-at-nyu.html) require that you complete and submit your own work. If you use ChatGPT, Bard, and other generative AI tools in your work, you must cite them. If you don’t, this violates the school’s norms, and you will be held to the guidance outlined in [Wagner’s Academic Integrity Policy](https://wagner.nyu.edu/portal/students/policies/code#sec-B1) .

# NYU Writing Center

NYU’s general writing support center is a place where one-on-one teaching and learning occurs, and where the work always focuses on writing. Experienced consultants assist NYU students, faculty, and staff with their work at any stage in the writing process. They work with individuals on essays, lab reports, personal statements, poems, stories, and other written texts. Writers may schedule one appointment per week, up to two weeks ahead of time, using their online scheduling system. Appointments normally are 45 minutes in length. The Writing Center is located at 411 Lafayette, 3rd floor. For more information or to schedule an appointment, please go to NYU Writing Center's website: <https://www.nyu.edu/students/academic-services/writing-center.html>

# Library Resources

There are comprehensive resources to complete assignments on the NYU Libraries website. Visit the public and nonprofit management research guide page: <https://guides.nyu.edu/subject_nonprofit>

If you are unclear about how to properly attribute research or ideas you are using in your work, please consult the visit the [NYU Libraries Citation Style Guide](http://guides.nyu.edu/c.php?g=276562&p=1844731) or [Ask a librarian](https://library.nyu.edu/ask/). For this class, any citation style is acceptable as long as you are consistent. As an example, Harvard Business School has a comprehensive [guide to Chicago Style](https://asklib.library.hbs.edu/loader.php?fid=8880&type=1&key=005238e43b16109f77fdcb0515af673b). Also commonly used in the public service field is the [APA style](https://apastyle.apa.org/).

# Henry and Lucy Moses Center for Students with Disabilities at NYU

I want everyone to do their best work in this course and reach their goals. If you need formal accommodations, please visit the [Moses Center for Students with Disabilities (CSD) website](https://www.nyu.edu/students/communities-and-groups/students-with-disabilities.html), call 212- 998-4980, or email [mosescsd@nyu.edu](mailto:mosescsd@nyu.edu) for information. If you do not need formal accommodations but have learning needs I should know about, please let me know.

# Land Acknowledgement

In the spirit of truth and equity, it is with gratitude and humility that we acknowledge that we are gathered on the sacred homelands of the Lenape people, who are the original stewards of this land. We honor and pay respect to their ancestor’s past and present, as well as to future generations and we recognize their continuing presence in their homelands. We understand that our acknowledgment requires those of us who are settlers to recognize our own place in and responsibilities towards addressing inequity and that this ongoing and challenging work requires that we commit to real engagement with the Lenape people to build an inclusive and equitable space for all. *(Adapted from Bard College)*

# Justice, Equity, Diversity and Inclusion Statement

In this class, we seek to materialize our commitment to justice, equity, diversity and inclusion through dialogue and rigorous study. We strive to create a learning environment that upholds values that meaningfully include the voices, works, and ideas of communities and cultures historically and systematically excluded from higher education. In this class, we will aim to work on the four levels of oppression (ideological, institutional, interpersonal and individual) to address the implicit and explicit ways racism, sexism, classism, ableism, homophobia, transphobia, religious and other forms of oppression impact the learning process. As your professor, I am committed to fostering and maintaining an inclusive community in which all gender identities and expressions are valued and validated. To create a gender-inclusive environment for faculty, students, and visitors, I encourage all members of the class to indicate the pronouns they use for themselves, if desired, in class and in electronic communications, and in other settings, and I will encourage and enforce the respect of pronoun usage. *(Adapted from Bard College)*

*“When everyone in the classroom, teacher and students, recognizes that they are*

*responsible for creating a learning community together, learning is at its most meaningful and useful.”*

*– bell hooks, Ph.D. (1952-2021)*