

Women in
leadership begins
with girls finding
their confidence
and voice in K - 12
education

Current State of Women in Leadership

- Every profession approximately 20% female leadership in top roles.
- Lack of role models for women is cited as part of the reason more women do not apply for top positions.



Current State of Women in Education

- Women hold 76% of teaching positions
- 44% of administrative roles
 - Special Programs – 57%
 - Elementary – 53%
 - Secondary – 20%
- Superintendent – 24%





NEW YORK STATE ASSOCIATION
FOR WOMEN IN ADMINISTRATION



- ❖ **Largest organization of women administrators in New York State.**
- ❖ **Grassroots organization of women and men dedicated to multi-strategy approaches to solving issues women administrators face in the workplace.**
- ❖ **Seek equity, inclusion, tolerance, diversity, and fair treatment of all**

The Business World Speaks

Susan Chira, *New York Times*, July 21, 2017

- Seen as dependable, less often as visionary.
 - Less comfortable with self-promotion — and more likely to be criticized when they do grab the spotlight.
 - Men remain threatened by assertive women.
 - Most women are not socialized to be unapologetically competitive.
 - Some women get discouraged and drop out along the way. And many are disproportionately penalized for stumbles.
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The Majority of leaders are male

- *2019 Comprehensive study of 329 companies employing 13 million people*
 - *Fix the “broken rung”*
- 78% of top managers are men
- 74% at the next level down (that is senior executives reporting directly to the top managers)
- 62% at the manager level

National Science Foundation 2017 Study

What Makes a Strong Team?

- Collective Intelligence is positively correlated with the presence of a female team member
- Females demonstrate high ability to perceive subtle emotions and interpersonal cues
- Presence of a female strengthens communication within the group, allows group to take advantage of skills and resources embedded in all team members

Cultivating Confidence to step forward

- When there is a list of **ten criteria** for a promotion, **women** won't pursue until they meet **all ten**, while **men** will pursue the same opportunity if they meet **only two** of the ten criteria.
- Hewlett Packard - found **women** at their company would only apply for positions when they felt they had **100 percent** of the qualifications listed for the job. The **men** put themselves forward when they felt they met **60 percent** of the requirements.

Intentionally Connect to Strengths

Appreciative Inquiry

People who give life to us are people who **notice us**, they **know what we love and fear**. They **deepen our hope and call out the best in us**.

- Dr. Kristen Neff

selfcompassion.org test

Why did we begin the Syosset journey?

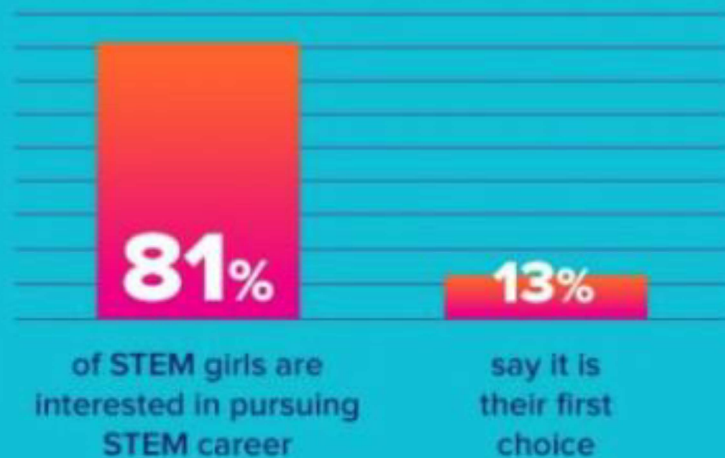
Our girls did not have the confidence to challenge themselves in technology and business courses in our high school.

G.I.R.L. Talk

Do it like a *girl*, and do it with *pride*.

Young girls have been discouraged from pursuing STEM as early as elementary

According to the Girl Scout Research Institute,



According to a survey, girls become interested in STEM at age 11 but lose interest at age 15

Factors include:



Lack of female mentors



Not enough practical, hands-on experience with STEM subjects



Gender inequality in STEM jobs



girl scouts
research institute



Change the experience

- Started the conversation by creating a District Task Force to address gender imbalance
- Changed the narrative in our course catalog describing technology and business courses
- Introduction of coding using KidOYO starting in grade 2 in Library Media: non competitive for all students
- Reimagined Middle School Technology: Robotics in sixth grade for all students
- Cultivated Student Voice: Girls 6 – 12 created G.I.R.L. TALK

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About Us:

We at G.I.R.L. Talk believe in the importance of empowering young women to develop confidence in their abilities to become leaders. It is our mission to educate and inspire our future female leaders with the core values, attitudes and skills that are the foundation of quality leadership which allow for valuable contributions to society.

G.I.R.L Talk

What have we done?

2017:

Women in Leadership Speaker Series

2018:

**Invitation to Barclay Center to listen to Michelle Obama
Ready, Set, Code: Girl Night of Coding for girls in grades 5 - 12**

2019:

Power Brunch with women from STEM and leadership careers



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Syosset – What was the impact?

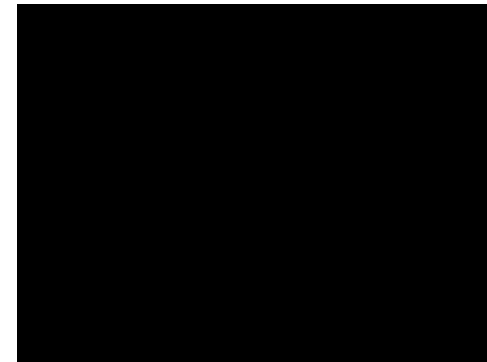
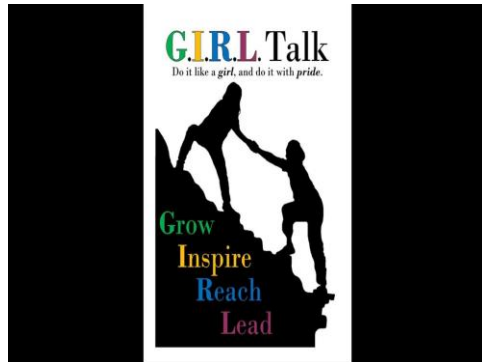
	2017	2018	2019
Technology	10.6% →	13.5% →	16.5%
Business	28% →	28.8% →	29%



What do the girls say?

Emma Van Dorn
Syosset High School

Anika Shah
Syosset High School



The work continues.....

- High school course description in course guidebook for business and technology courses include a list of careers, including pictures of females in these careers.
- Leverage G.I.R.L Talk as the umbrella for all the clubs that focus on Women's Leadership and jointly work together to plan district wide events.
- Build a strong Syosset Pipeline! Develop a mentor/mentee program between high school and middle school students and middle school and elementary school students.
- Cultivate alumni as mentors for career and course selection as students graduate.

Intentionally Acknowledge and Cultivate Diversity

- Equity can mean treating some people differently in order to treat them fairly.
- Honor the capacity as an individual, see difference, understand the potential in being different!



**Surround yourself with
the dreamers and the
doers, the believers and
thinkers, but most of all,
surround yourself with
those who see greatness
within you.
-Edmund Lee**
