



**Dare to Ask Presentation:  
Women and Men Working Together**  
*Continuing the Discussion*

#PWX2019

# LEARNING OBJECTIVES

At the end of this learning experience, I will be better able to...

1

Recognize when gender issues affect the success and professional growth of men and women.

2

Challenge perceptions and mindsets that impede the ability of women and men to work together.

3

Energize efforts to initiate dialogue in workplaces about assumptions, perceptions and misconceptions that make it difficult for men and women to prosper as a team.



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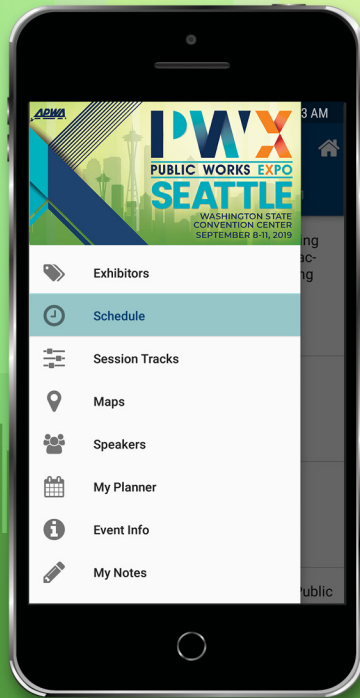
#PWX2019

# EDUCATION SESSION EVALUATIONS

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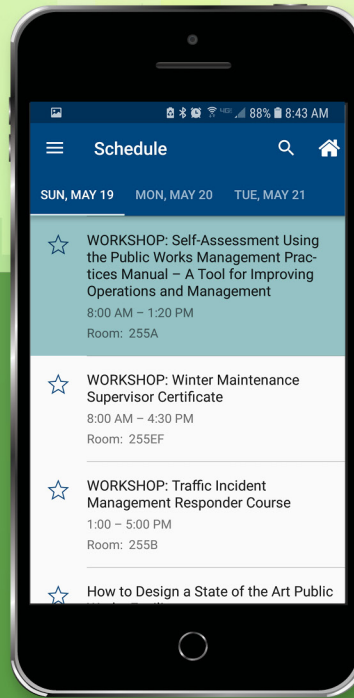
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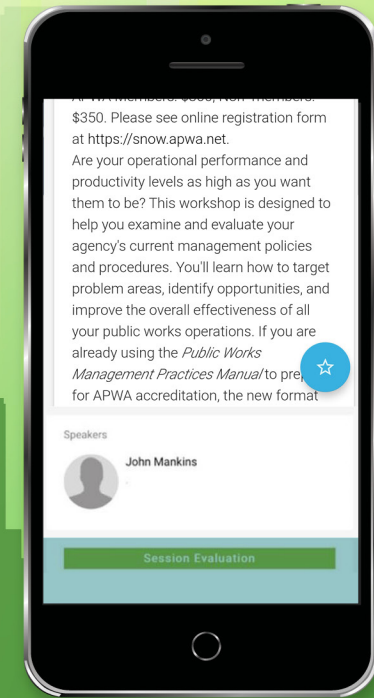
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# Hosted by APWA's Committee for Diversity and Inclusion

Concerns exist that women and men have not yet reached a level of comfort in working together. These **fears undermine the achievements of both male and female employees**—ultimately limiting the success of their institutions. When career growth paths are restricted by gender, the percentage of staff that can contribute to the overall success of an institution is also limited.

Let's share experiences and learning by discussing various scenarios we experience. **Honest discussions can lead to better understanding and even a reconsideration of an institution's traditions, practices, and policies – improving our workplaces and expanding opportunities.**



# Moderators

**Bev**

*Justin*

**Cate**

**Vic**

The moderators are not the source of all knowledge in this session – we all have wisdom and lessons learned to share.

We increase our skills, comfort level, and ability to act as an upstander and champion by discussing – together - solutions or actions in response to challenging scenarios.

Consider applicable laws and HR policies, goals for inclusive workplace behaviors, respectful workplace behaviors, advocacy skills, conflict resolution skills, and cultural competence skills that can be applied to these scenarios.

***Please share your thoughts, wisdom and experiences.***



# Format

These scenarios were chosen from the voting and suggestions gathered since Sunday.

- A moderator reads the scenario and shares an insight.
- Session attendees express interest in sharing and the moderators share microphones
- Attendees have 30 seconds to share their experience or insight – then we will move on – pay attention to the timer
- We will have 3-4 shared experiences for each scenario
- Hope to cover 8-10 scenarios

Think about different aspects of each scenario and how our responses are different based on individual experiences, assumptions and perception filters that we introduce into our judgements.





# Scenario A

In a particular job, it is clear that a coworker is uncomfortable working alone with a coworker of the opposite sex due to comments that are either explicitly made or perceived to be bandied about as gossip behind their back.

- How can a woman handle this if she has concerns?
- How can a woman handle this if the man has concerns?
- How can a man handle this if he has concerns?
- How can a man handle this if the woman has concerns?
- Is there a difference if this is a field situation or an office situation?



# Scenario B

A woman working in a field situation (without a bathroom) needs to use a bathroom (and going behind a tree is not an adequate option). Some other crew members (and maybe even the supervisor) are derisive and make comments about trying to “get out of work” to use a truck to get to a bathroom.

- What should the female employee do?
- What should the field supervisor do?
- What should coworkers or management do? (In the moment and later?)



# Scenario C

A transgender person uses the bathroom of the identity they feel that they have. Other employees complain.

- What should management do?
- What should the direct supervisor do?
- What should coworkers do?

# Scenario D

A new female employee hears about some coworkers who are making bets that “she won’t last the week” and this makes her feel unwelcome and certainly not included in her new work group.

- What should she do?
- What should her supervisor do?
- What should other coworkers do who are not part of the unwelcoming crowd?
- Is there a different response for field work versus office work?



# Scenario E

A coworker makes comments to more than one person that a female coworker is taking more time off than others to address family issues which puts more workload onto male coworkers.

- Is there a different response for field versus office work?
- Is there a different response for a female coworker saying this than a male coworker?
- Is there a different response when the actual facts of work production and time away from work are not precisely known?
- Does it matter if the family issues involve parents rather than children?



# Scenario F

A woman gets a promotion.

- What office talk or shop talk can she expect and how should she deal with it?
- How does this change from field versus office environments?
- How does this change if this is a technical environment?

# Scenario G

A man gets a promotion.

- What office talk or shop talk can he expect and how should he deal with it?
- How does this change if he is working in a majority female workplace?

# Scenario H

A woman and a man with equal skills are hired at identical jobs in entry level positions. Their wage offers are not equal with the man being offered more.

- What should the woman do and how should she do it?
- Is there a difference in approach between field and office scenarios?



# Scenario I

You have been in the organization for many years and you have been asked to train the next generation of operations and maintenance staff, which include women. A male peer believes women should not compete for specific field positions that he believes should reside with men.

- How would you handle this?
- Would your answer change if this was an administrative position, which was typically filled by women and a man was interested in the position?



# Scenario J

A male peer often asks his female counterpart for her advice on work issues. The male then takes the advice and shares this with his supervisor. The male takes full credit for the recommendation and does not acknowledge the assistance from his female coworker.

- As the female coworker, how would you handle this?
- If the “male peer” is actually your supervisor would your answer change?



## Final Question(s)

What can men and women do to improve working together that you can take back to your workplace and apply and/or share?

What could a business/agency do?



# Thank You

- Thank you moderators
- Thank everyone who shared their experiences and learning
- Please consider:
  - Host a similar Dare to Ask session in your workplace
  - What skills can you share with others in your workplace
  - What skills can you pursue to improve/affect your workplace



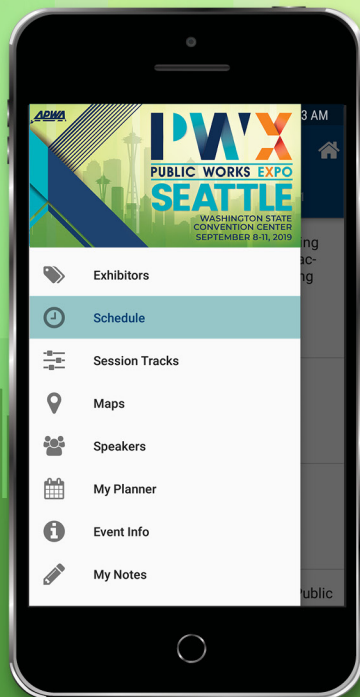
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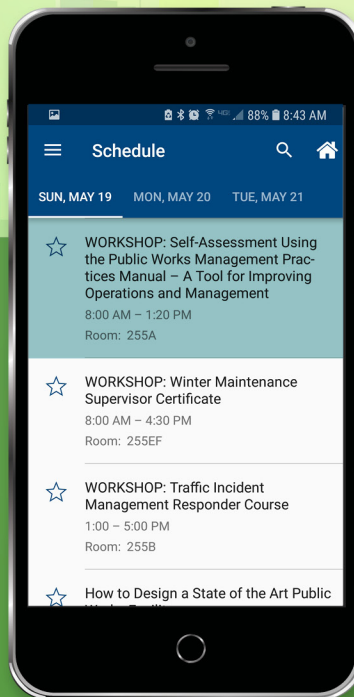
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