Women’s History Trivia

Who was the first woman to run for President of the United States (1872)?

Reference: https://www.depts.ttu.edu/wstudies/events_womenshistory_quiz.php

Women’s History Trivia

1. Who was the first “First Lady” to have developed her own political and media identity?

2. Who wrote the first version of the Equal Rights Amendment, in 1923?

3. Who was the first Black woman elected to Congress?

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Women’s History Trivia

1. What leading suffragist was arrested and convicted of attempting to vote in the 1872 election?
2. What woman was turned down by 29 medical schools before being accepted as a student, graduated at the head of her class, and became the first licensed woman doctor in the U.S.?
3. What former slave was a powerful speaker for the rights of women and Black people?

Reference: https://www.depts.ttu.edu/wstudies/events_womenshistory_quiz.php

What “Trivia” Like Us Shows Us

- Women are vastly underrepresented in STEM, especially the aviation professions
- For 75 years, CAP has been the most welcoming environment to women interested in STEM and Aviation
- However, women are still vastly underrepresented even in CAP
- With CAP, we have a great opportunity and the resources and experience to inspire, encourage, and teach young women (and all people of all genders and ages) in STEM, particularly aviation

Alaska Wing
Women’s Leadership Forum
Saturday, 10 April 2021

All CAP Members Welcome

This session may be recorded

0900 Logon Fun: Women’s History Trivia

0910 Meet CMSgt Neverley Wake, USAFR & CAPRAP

Q&A: Think of a question!

1000 Avoiding Gender Bias in Nominations/Recommendations

AKWG Women's Leadership Forum: What Is It?

Purpose: To Strengthen Skills and Relationships to Build a Stronger Organization With a More Diverse and Engaged Membership

- Modeled after CAP National Women's Leadership Forum
- Endorsed by
  - CAP National Commander General Mark E. Smith,
  - CAP National Diversity Officer Lt Colonel Elizabeth Sydow
  - Col Kevin McClure, Alaska Wing Commander

- Quarterly get-togethers, a resource for CAP members, a recruiting tool

- In February, Air Force Reserve CMSgt Neverley Wake was introduced to the Alaska Wing Leadership as a new Reserve Liaison. I've had some great conversations with the Chief already and am looking forward to all of us getting to know her better today.
- Chief Wake came to Alaska in 2015 as a Senior Master Sergeant to join the 477th Fighter Group on JBER. During her time there she served as the Inspector General Inspections Superintendent and achieved the highest enlisted rank. In 2018 the Chief was selected for the senior enlisted leader position – Group Superintendent. Before relocating to Alaska, she held IG Inspections and Emergency Management positions at Beale AFB and Travis AFB, both in CA. You will hear more about her career prior to that in a few minutes so I'll leave it there for now. Chief Wake lives in Anchorage with her husband, a long-time Alaskan and OSU Buckeye fan, Frank. Her daughter and 2 grandsons are here in town also, while her son and grandson #3 provide places to visit in CA and OH.
- Chief Wake will become a more familiar face as we get back to in-person activities and she begins to interact with the squadrons and attend CAP events. But now, please welcome Chief Wake.

CMSgt Neverley Wake
Reserve Liaison, CAP-USAF

- Served 9 years Active Duty and 17 years Reserve (so far)
- Work for the Environmental Protection Agency full-time
- Enjoy hiking, travel, reading, baking, and being in the sun

These things happened during my military service.

- The fall of the Berlin Wall
- Operation Desert Storm
- The Space Shuttle Columbia disaster

These stylish uniforms are: 1. Green Ivans 2. Pickle Suits 3. Green Fatigues

I have attended these professional military education courses

- Marine Non-Commissioned Officer Academy
- Air Force Non-Commissioned Officer Preparatory Course
- Navy Senior Enlisted Academy

Air Force Technical Training and education Tuition Assistance made these free for me.

- Associate's Degree in Emergency Management
- Hazardous Material Instructor Certification
- Bachelor's Degree in Emergency and Disaster Management

The Air Force has provided me these training opportunities.

- Chemical Warfare Defense Training (with live agent)
- Survival, Evasion, Resistance, and Escape (SERE School)
- Remotely Piloted Aircraft (MQ-9) Flight Simulator Training

Avoiding Gender Bias in Reference Writing

- Gender Bias—the tendency to prefer one gender over another, for example for a certain job, perhaps a STEM job. It is most prominently visible within professional settings.

- Unconscious Gender Bias—unintentional and automatic mental associations based on gender, stemming from traditions, norms, values, culture, and/or experience.

Avoiding gender bias in reference writing

Got a great student? Planning to write a super letter of reference?
Don't fall into these common traps based on unconscious gender bias.

Mention research & publications

Letters of reference for men are 4x more likely to mention publications and twice as likely to have multiple references to research. Make sure you put these critical accomplishments in every letter!

Don't stop now!

On average, letters for men are 16% longer than letters for women and letters for women are 2.5x as likely to make a minimal assurance ('she can do the job') rather than a ringing endorsement ('she is the best for the job').

Emphasize accomplishments, not effort

Letters for reference for men are more likely to emphasize accomplishments ('his research', 'his skills', or 'his career') while letters for women are 50% more likely to include 'grind-stone' adjectives that describe effort. 'Hard-working' associates with effort, but not ability.

We all share bias

It is important to remember that unconscious gender bias isn't a male problem. Research shows that women are just as susceptible to these common pitfalls as men.
This is a problem for all of us - let's solve it together!

Keep it professional

Letters of reference for women are 7x more likely to mention personal life - something that is almost always irrelevant for the application. Also make sure you use formal titles and surnames for both men and women.

Stay away from stereotypes

Although they describe positive traits, adjectives like 'caring', 'compassionate', and 'helpful' are used more frequently in letters for women and can evoke gender stereotypes which can hurt a candidate. And be careful not to invoke these stereotypes directly ('she is not emotional').

Be careful raising doubt

We all want to write honest letters, but negative or irrelevant comments, such as 'challenging personality' or 'I have confidence that she will become better than average' are twice as common in letters for female applicants. Don't add doubt unless it is strictly necessary!

Adjectives to avoid:	Adjectives to include:
caring	successful
compassionate	excellent
hard-working	accomplished
conscientious	outstanding
dependable	skilled
diligent	knowlegeable
dedicated	insightful
tactful	resourceful
interpersonal	confident
warm	ambitious
helpful	independent
	intellectual

brought to you by:
THE UNIVERSITY OF ARIZONA
Commission on the Status of Women

Research from Trix, F & Psenka, C. Exploring the color of glass: Letters of recommendation for female and male medical faculty. Discourse & Society, 2003; and Madera, JM, Hebl, MR, & Martin, RC. Gender and letters of Recommendation for Academia: Agentic and Communal Differences. Journal of Applied Psychology, 2009.

THE UNIVERSITY OF ARIZONA

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Here’s where it gets interesting…

Stay away from stereotypes

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Adjectives to avoid:

caring
compassionate
hard-working
conscientious
dependable
diligent
dedicated
tactful
interpersonal
warm
helpful

For more information

- Google “avoiding gender bias in reference writing” to find this flier created by University of Arizona’s Commission on the Status of Women

- https://csw.arizona.edu/sites/default/files/avoiding_gender_bias_in_letter_of_reference_writing.pdf

- https://builtin.com/diversity-inclusion/gender-bias-in-the-workplace

Going Forward: Show of Interest

- Email karen.padgett@akwg.cap.gov
  - Are you interested in being a leader in WLF?
  - Do you want us to find other material for you?
  - Any other questions or comments welcome
- https://akwg.cap.gov/members1/womens-leadership-forum
- Keep your eyes open for email messages
- Participate in Forum sessions & other activities
- Word of mouth

Going Forward:
Future Women's Leadership Forum Sessions
All Members Welcome

- 9am Saturday, July 10, 2021: Quarterly get-together
- 2021 Alaska Wing Conference, Saturday, October 2, 2021
- December 2021: WLF Holiday Celebration
- March 2022: Women's History Month Celebration

Future Topics

- Get to know each other
- Guest speakers
- Communication about opportunities
  - Apr 14??? the national diversity officer will join with CAP-USAF and CAP Aerospace Education to present a virtual Space Careers panel featuring several new members of the U.S. Space Force and an Air Force Reserve pilot who's active in the commercial space industry. Register here for the Space Careers panel, set for 8 p.m. EDT April 14 via Teams.Partner with other organizations (JBER WINGS, Society of Women Engineers, Girl Scouts, Women in Aviation, ….
- Events/Activities when we can meet in person more safely
- FB Group: Women of the CAP
- FB Group: JBER WINGS
- Task Forces for specific goals/activities
- Women’s uniform regulations

Going Forward:
In Your Unit

- Get the word out about Women's Leadership Forum
  - Email WLF@akwg.cap.gov
  - Request to be added to WLF group emails
  - Facebook Page "Alaska Wing WLF"
- Support/mentorship—Senior Members, seek out cadets. Cadets, seek out Senior Members
- Recruitment—Tell prospective members we have a WLF

See you Saturday, July 10, 2021!