Women in the Public Sector (WPS) at John Jay College began in the Fall of 2013 when co-founders, Nicole M. Rishel Elias and Maria J. D’Agostino, recognized a need for students and faculty to focus on the role of women in the public sector, both within and beyond the John Jay community. To address this need, they created the 2014 Women in Public Service Workshop Series. This Workshop Series was intended to be the first step in a concerted effort at John Jay and CUNY-wide to make women in public service a scholarly and practitioner focus, while establishing the Women in the Public Sector at John Jay College.

The first workshop in the Women in Public Service Series was held on April 2, 2014. This event was largely guided by Nicole and Maria’s research and raised awareness on the perception and involvement of women in public service. The event was a great success with more than 90 students, John Jay and CUNY-wide faculty members, administrators, community members participated in the conversation. The discussion for this event focused on the central challenges that women face while working in the public sector, including pay and leadership inequality, discrimination, and gender, cultural, and institutional biases that contribute to the negative perceptions of women in the workplace. Attendees learned about important advances in public policy and legislation, as well as recent positive initiatives aimed at shifting public perceptions of what it means to be a woman in today’s society.

Building upon the energy from the first workshop, the second event in the 2014 Series took place on May 7, 2014. Participants heard from a panel of five public service scholars and practitioners, who all shared the academic and professional perspectives on women in the public sector. The panelists highlighted significant issues women in the public service face by presenting their own professional experiences. Drawing on these narratives, panelists offered guidance for supporting women in the workforce, especially how to foster mentorship and networking opportunities.

The event of the academic year featured New York Public Advocate, The Honorable Letitia James. Her energetic talk engaged our students, faculty, and community members on topics of social justice that impact women in New York City. Over 70 students attended this event where Public Advocate James talked with our students about her role as the first African American woman to hold a citywide office. James highlighted ongoing challenges that her office addresses including initiatives at Rikers Island, campus sexual assault, local beauty industry compliance, youth aging out of foster care, and housing code violations. She also emphasized the need to focus on women’s issues such as workplace equality, paid family leave, wage equity, and affordable childcare. This event was successful in connecting WPS to larger issues and communities in New York City.

The success of these events set the foundation for the 2015-2016 WPS Workshop Series and future prosperous partnerships.
The mission of Women in the Public Sector at John Jay College is to raise awareness and provide opportunities to address gender issues in public service. Women in the Public Sector enacts this mission by educating, engaging, and fostering a consortium of students, faculty, public service practitioners, and community members interested in public service.

In order to continue addressing the issues regarding the role of women in the public sector, some of the long-term goals that the Women in the Public Sector have are as follows:

⇒ To educate participants on the context of women’s experiences in the public sector.

⇒ To engage with participants through activities and discussions that share experiences, information, and resources.

⇒ To foster a sustainable consortium of students, faculty, public service practitioners, and community members to collaborate in professional development, education, research, and outreach projects.

Women in the Public Sector envisions a society where all individuals, regardless of sex or gender, are treated equally within the public sector. We strive to bring awareness and address gender issues in the public sector through community and scholarly activity in order to improve gender dynamics for public servants and citizens. We believe in establishing a more representative and equitable public workforce where different expression of gender are welcomed and celebrated.
MEET
THE
TEAM
Nicole M. Elias is an assistant professor in the Department of Public Management at John Jay College of Criminal Justice, CUNY and co-founder of Women in the Public Sector at John Jay College. Dr. Elias earned her MPA and Ph.D. in Public Administration and Affairs from the Center for Public Administration and Policy at Virginia Tech. While at Virginia Tech, she also received the Women’s and Gender Studies Graduate Certificate and served as managing editor of Administration & Society for three years. Dr. Elias teaches courses on human resources management, public administration theory, organizational theory, and public policy. Her research explores public representation and participation, and technology and governance with a particular focus on sex, gender, and race. Dr. Elias regularly works with practitioners at the federal level. She was a Research Fellow at the U.S. Equal Employment Opportunity Commission Office and served as the Lead Faculty Advisor to the U.S. Office of Personnel Management on the 2016 Government-wide Inclusive Diversity Strategic Plan. Her recent work appears in Public Integrity and Public Administration Quarterly. She is co-editing a symposium on the future of women in public administration that will appear in Administration & Society.

Maria J. D’Agostino is an Associate Professor in the Department of Public Management at John Jay College of Criminal Justice, CUNY. Dr. D’Agostino’s recent research has focused on women in public service, including a co-edited book, Women and Public Administration: Theory and Practice. Maria D’Agostino is a recipient of the Section for Women in Public Administration Rita Mae Kelly Distinguished Research Award and of the Faculty Mid-Career Research Award. She is also a member of the UNDP roster of experts in Gender Equality and Women’s Empowerment in Public Administration and co-founder of the Women in the Public Sector at John Jay College. Maria J. D’Agostino is currently working on a solo authored book that aims to understand the difference women make in Public Service. She also co-edited a volume that examines the role of women in Public Administration from a global prospective. Lastly, she is a co-editor for the forthcoming Administration & Society Women and Public Administration Symposium.
Ashley Marrero is a third year Master of Public Administration candidate at John Jay College of Criminal Justice, dual specializing in Criminal Justice Policy and Management and Operations. She also completed a Bachelor’s of Science in Criminal Justice with a minor in Public Administration at John Jay. She comes to Women in the Public Sector having previously interned at Bronx Community Solutions, a non-profit organization. Her goal after graduation in Spring 2016, is to become a Policy Analyst for the federal government. During her internship at WPS, Ashley performs the day to day maintenance of the organization’s website, in addition to working alongside other team members for organizational events.

Lilian Calix is a Master of Public Administration candidate at John Jay College of Criminal Justice, dual specializing in Human Resources Management and Criminal Justice Policy and Administration. She graduated with a Bachelors of Arts in Criminal Justice and a minor in Criminology from John Jay College. Lilian coordinates logistics for workshops, corresponds with participants, brainstorm’s opportunities, prepares presentations, and performs outreach for Women in the Public Sector. Ms. Calix’s goal is to become a Human Resources Manager. Ms. Calix currently works for the New York Public Library.
Natalie is a senior at John Jay majoring in Forensic Psychology and minoring in Human Services. After she graduates in Spring 2016, she aspires to continue her education by pursuing her MPA in the Criminal Justice Policy and Administration concentration. In the future, Natalie hopes to develop more prisoner re-entry programs. Creating innovative programs that will prevent our youth from offending and re-offending is her ultimate goal. As a new WPS intern, Natalie will be assisting her fellow colleagues by promoting all WPS events in amazing ways and by ensuring that these events are available for our John Jay Community. In addition to being a WPS intern, Natalie is currently a College Assistant for John Jay’s Wellness Center and she is the one of The Princeton Review’s Campus Ambassadors. She has also represented John Jay by participating in CUNY Service Corps and the Community Service Council during the early years of her college journey. Through all of her current and past positions she welcomes didactic experiences that will increase her personal and professional growth.

Arkiem is a senior at John Jay College majoring in Public Administration. His concentration is Human Resource Management, and he’s also pursuing a minor in Speech and Theatre. Upon graduation in Spring 2016, Arkiem intends to pursue an MPA with a concentration in Investigation & Oversight. His long term goal is to manage compliance-related projects across various government and nonprofit agencies. Arkiem will be coordinating and managing various projects around program development and fundraising for Women in the Public Sector. In addition to interning with WPS, also interned for the Public/Private Initiatives program of the NYC Office of Emergency Management and is currently Partnership for Public Service Fellow. In addition to pursuing his education, Arkiem has over a decade of experience working for various companies managing sales, operations and personnel.

He enjoys assisting organizations with change management and growth transitions for start-ups. Highly-active on multiple social media outlets, Arkiem enjoys spending time creating content for personal and professional sites.
2015-2016
WOMEN IN THE
PUBLIC SECTOR
EVENTS
The Network of Schools of Public Policy, Affairs, and Administration (NASPAA) holds a yearly conference for members to share their research and experience in public administration education. In 2014, John Jay College of Criminal Justice received two prestigious honors from NASPAA, the Diversity Award and the Social Equity Award, recognizing their efforts in promoting diversity and social equity in the Department of Public Administration’s curriculum.

At the 2015 Conference, Professors and Women in the Public Sector (WPS) Co-founders, Nicole Elias and Maria J. D’Agostino presented “Women in the Public Sector at John Jay College: Developing Diverse Perspectives in MPA Education” and other topics such as “Promote Your Way to Success.” Their panel highlighted pressing gender issues in public service and shared how WPS promotes gender competency in public administration education.

@SheRambl: Would love to see @JohnJayWPS events that explore issues related to transwomen in the public sector #NASPAA2015 @NEliasTweets @MJDPhD

@ALombardolll: goal of @JohnJayWPS is to develop diverse perspectives in mpa #NASPAA2015
Women in the Public Sector Series

Discussion with New York State Lieutenant Governor
The Honorable Kathleen Hochul
The Highest Ranking Woman State Official

Tuesday, November 17, 2015
4:00 pm – 5:30 pm
East End, Student Dining Hall
New Building
John Jay College of Criminal Justice

• Learn about her work with victims of domestic violence and sexual assault on college campus
• Discuss Job Creation, Access to Higher-Paying Jobs, and Economic Development
• Government Business Opportunities for Women
• And More!

REFRESHMENTS WILL BE SERVED
For questions, email: EXTERNALAFFAIRS@JAY.CUNY.EDU

In Collaboration with: Office of External Affairs

Follow WPS:
Facebook: WPSJohnJay | Instagram: JohnJayWPS
Twitter: @JohnJayWPS
Follow External Affairs
Twitter: JJExtAffairs
On Tuesday, November 17, 2015 WPS hosted the New York State Lieutenant Governor, Kathleen Hochul. This event was held in partnership with the Office of External Affairs at John Jay College. Hochul, the Highest Ranking Female State Official, provided students, faculty, and staff the opportunity to learn about her work with victims of domestic violence and sexual assault on college campuses and in workplace environments. The discussion was also a platform for students to understand more about job creation, how to access higher-paying jobs, economic development, and other government opportunities for women. The main focus of the discussion was for students to become more aware of the need to strengthen laws against sexual assault in New York State and throughout the country. These laws, according to Hochul, would protect victims. Hochul emphasized the need for students to understand what should be done to better educate and inform those who have been or are victims of domestic violence and sexual assault. Kathleen Hochul’s remarks also empowered female students in the room to aspire to leadership positions. This event culminated with a lively Q & A session where students expressed their thoughts.
@WILL SIMPKINS: WHEN WE TOUGHEN LAWS ON COLLEGE SEXUAL ASSAULT, BRING THE ISSUE TO THE OPEN, WE SHOULD EXPECT MORE REPORTS - @LTGOVHOCHULNY

@JJEXTAFFAIRS: STRONGEST LAWS AGAINST SEXUAL ASSAULT IN NYS AND HELP US GET THE WORD OUT! @ KATHYHOCHUL @JJAYWC.

@JOHNJAYWPS: WOMEN DON'T HOLD YOURSELF BACK. @LTGOVHOCHULNY @NELIASTWEETS @ JOHNJAYWPS @ JJEXTAFFAIRS
WOMEN IN THE PUBLIC SECTOR PRESENTS

WHAT IS YOUR JUSTICE?
Keynote with EEOC Attorney, Melissa Brand

Tuesday, February 23, 2016
New Building-Student Dining Hall, Second Floor
*RECEPTION TO FOLLOW*
6:00-7:00PM
#WPS4Justice

Funding for this work was provided by a grant from the Office for the Advancement of Research at John Jay College.
On the evening of February 23, 2016, the WPS hosted the first event of the WPS Spring 2016 Workshop Series: Keynote Address with Equal Employment Opportunity Commission (EEOC) Attorney, Melissa Brand. During this event, Ms. Brand presented “What is your Justice?” where she informed students, faculty, and staff about the injustices that have occurred within public sector employment and the criminal justice system over the past decade. However, the main goal of this event was to encourage the audience to find their own justice or their own path on how to serve their community. She discussed her academic trajectory through law school and how her hard work and persistence led her to work with the Equal Employment Opportunity Commission. Attorney Brand then guided the audience through explanations of significant cases that have changed and molded the laws needed to protect individuals from discrimination and injustices based on gender identity, age, sexual orientation, religion, race, ethnicity, and many other demographic markers. Finally, students, faculty and staff were given the opportunity to network with Melissa Brand and to ask her other specific questions.
@ JOVANNYSU: "DISCRIMINATION WILL NEVER BE FIXED IF THOSE WHO SEE IT OR EXPERIENCE IT STAY QUIET!"
-MELISSA BRAND #WPS4JUSTICE

@ LAVISHLIFE_X3: @JOHNNJAYWPS #WPS4JUSTICE NOT TOO MANY FEMALE MOTIVATIONAL SPEAKERS LEFT FOR MY GENERATION, GLAD MS. BRAND IS ONE OF THEM!

@JOHNNJAYWPS: HOW ARE TRANSGENDER INDIVIDUALS TREATED IN THE PRISON SYSTEM?

@N_VENEGAS7: "JUSTICE DELAYED, JUSTICE DENIED." #WPS4JUSTICE
WOMEN IN THE PUBLIC SECTOR PRESENTS

WPS STUDENT DEVELOPMENT WORKSHOP:
Ask the Civil Rights Attorney

Melissa Brand, a Civil Rights Attorney for the U.S. Equal Employment Opportunity Commission, will be on hand to answer any questions about law school and careers in the government.

WEDNESDAY, FEB. 24TH, 2016
NEW BUILDING-CONFERENCE CENTER, L.61
1:40-2:40PM

WPSJohnJay @JohnJayWPS

#WPS4JUSTICE

Funding for this work was provided by a grant from the Office for the Advancement of Research at John Jay College
In part two of the WPS Spring 2016 Workshop Series: Student Development Workshop with EEOC Attorney Melissa Brand, the John Jay community was able to interact with Ms. Brand on February 24, 2016. During this portion of the Workshop Series, WPS collaborated with the Women’s Center for Gender Justice at John Jay College and gave students the opportunity break out of their comfort zone and to have a one-on-one conversations with the Civil Rights attorney. Students raised several questions on law school admissions, what to expect while attending law school, tactics that Attorney Brand used in order to secure a desirable position post-law school, and several other topics. However many of the questions that the students posed were about seeking guidance on their own career trajectory. In this Q & A session, Melissa Brand was able to weigh in on students’ academic and career options. During the rest of the event, students wanted to learn more about the issues Brand faced while working with the EEOC. One student asked if she had ever been looked down upon for being a female official. Through the numerous cases and highlights of Brand’s personal experiences, students gained valuable knowledge of legal requirements, networking, persistence, hard work, and many other skills that would benefit them later on in the workplace.
EVERY DAY IS A JOB INTERVIEW

-MELISSA BRAND

HELPING THE WORKFORCE EMBRACE ALL EMPLOYEES
WOMEN IN THE PUBLIC SECTOR PRESENTS

WPS PROFESSIONAL DEVELOPMENT WORKSHOP:
Ask the Civil Rights Attorney

Melissa Brand, a civil rights attorney for the U.S. Equal Employment Opportunity Commission, will discuss some of the major policies and practices of the workplace where discrimination is often found.

WEDNESDAY, FEB. 24TH, 2016
NEW BUILDING-FACULTY & STAFF DINING HALL, 2.61
6:00-7:00PM

WPSJohnJay • #WPS4JUSTICE • @JohnJayWPS
In the culminating event of the WPS Spring 2016 Workshop Series: Professional Development Workshop with EEOC Attorney Melissa Brand, Ms. Brand presented *Policies & Practices of the Workplace (And How They Can Lead to Discrimination)*, to a group of more than 70 John Jay students, faculty and staff. According to Attorney Brand, it is important to create as many policies for the workplace as possible; however these policies are of no use if employers do not make sure that these policies are readily understood and enforced. She explained to her audience that there were times where employers did not follow those three steps and therefore change had to be made. Many of the cases she discussed were part of a variety of issues that have caused dysfunction in workplaces, particularly discriminatory policy and practice for target groups. These major topics covered were: anti-harassment, discipline issues, reasonable accommodation for employees, hiring processes issues, and protections for LGBTQ individuals and more specifically Transgender individuals. During the Q&A section of this event, students asked questions about the new policies being developed for Transgendered employees and sought clarification about the legal parameters of restroom usage and other workplace practices.
Q: HOW DO YOU BALANCE JUSTICE AND WASTE FRAUD AND ABUSE IN TERMS OF COMPENSATION?

A: Justice requires someone to be able to speak up.
The American Society for Public Administration (ASPA) holds an annual conference for Public Administration scholars and practitioners to learn and share their experiences in the field. ASPA 2016 was held in Seattle, Washington on March 18, 2016-March 22, 2016. On the evening of March 20, 2016, WPS had the privilege of holding the “Women in the Public Sector at John Jay College, CUNY Reception,” a reception where professors Maria J. D’Agostino and Nicole M. Rishel Elias, shared the WPS’ goals, mission, present and future events, and triumphs in the last year. Approximately 50 participants were in attendance including John Jay faculty and students, ASPA participants and SWPA (Section for Women in Public Administration) award recipients, Janer Cordero (current John Jay MPA student) and Natalie Wenzler (John Jay MPA Alumus), and ASPA members from across the United States and international institutions. Co-founder Maria J. D’Agostino presented “Women in Public Service: A Global Comparison of Trends and Developments” and co-founder Nicole M. Rishel Elias presented “Transgender Policy in Public Administration.”
WOMEN IN THE PUBLIC SECTOR
Networking Event

TUESDAY MARCH 29, 2016
Faculty Dining Room, 2.61 NB
6:30-7:30PM

WPSJohnJay
JohnJayWPS
@JohnJayWPS
On March 29, 2016, in collaboration with Dr. Will Simpkins, the director of the Center for career and Professional Development, WPS held the WPS Networking Event for the John Jay College community. The goal of this event was to make students aware of the job opportunities and careers available to them through their graduate education and training and provide concrete venues for enhancing their skills and success in their future positions. In the beginning of the event, Simpkins emphasized the importance of networking and making yourself known while on the job market so that future employers will be willing to hire you. Then, featured panelists shared their employment history and experiences in public service with the 80 participants. Next, the event progressed into the activity portion. The primary exercise for this workshop was structured networking with panelists. Students were instructed to engage in open conversation with the panelists and ask any questions they had at roundtable sessions. Every 5-10 minutes panelists would rotate in order to give each table the opportunity to meet different panelists and pose new questions. Students learned about what to expect as public service practitioners, what skills lead to success, and the different ways to serve the unique needs of the people of New York based on the panelists’ perspectives and job experiences.
FEATURED PANELISTS

Ashley Emerole
UNIT HEAD
NYC OFFICE OF MANAGEMENT AND BUDGET

Pilar Gorordo
LECTURER OF PUBLIC ADMINISTRATION
DEPARTMENT OF PUBLIC MANAGEMENT
AT JOHN JAY COLLEGE

Russ Pomeranz
VERA FELLOW-BUSINESS PLANNING
VERA INSTITUTE OF JUSTICE

Stephan Rolandi
LECTURER OF PUBLIC ADMINISTRATION
DEPARTMENT OF PUBLIC MANAGEMENT
AT JOHN JAY COLLEGE

Meredith Stroble
SPECIAL INVESTIGATOR
NYC DEPARTMENT OF INVESTIGATION
"As a result of the Recession, it's taken hiring teams longer to find the right people."

@willsimpkins Networking is key!

#WPS4Justice
WOMEN IN THE PUBLIC SECTOR
Coffee Hour Networking Event

WEDNESDAY, NOVEMBER 18, 2015
COMMUNITY HOUR (1:40-2:50 PM)

Where: New Building - Atrium Table A-2

Please Register via Eventbrite:

Follow WPS:
http://www.jay.cuny.edu/women-public-sector-john-jay-college
Twitter: @JohnJayWPS
Facebook: WPSJohnJay
Instagram: JohnJayWPS
WOMEN IN THE PUBLIC SECTOR
Coffee Hour Networking Event

WEDNESDAY, MAY 4, 2016

COMMUNITY HOUR (1:40-2:50 PM)
Where: New Building - Atrium

The purpose of the event is to introduce students to the mission and goals of WPS. While also gauging student interest in WPS topics and aid in planning for future events.

Please Register via Eventbrite:

Follow WPS:
Twitter: @JohnJayWPS
Facebook: WPS.JohnJay
Instagram: JohnJayWPS
In order to establish a strong relationship with John Jay College Students, Faculty, and Staff, the WPS team held Coffee Hours throughout the academic year. These networking events allowed the John Jay College community to learn and to become more aware about rising issues that impact women in the public sector. Coffee Hours provided an opportunity to engage the John Jay community about the WPS mission and to seek feedback on the future goals of WPS.

The first Coffee Hour took place on November 18, 2015 and the second one occurred on May 5, 2016. Students learned more about current issues that have impacted women both in the academic world and the workplace while enjoying treats and refreshments in a relaxed setting. These Coffee Hours were great opportunities for the John Jay community and WPS team members to have honest conversations and to increase the presence of WPS on campus. In the future, Women in the Public Sector will continue to strive to create successful events like these.

Questions Frequently Asked to WPS:

⇒ Does the WPS only advocate for women?
⇒ Can men be also part of the WPS team?
⇒ What other events does the WPS have coming up?
⇒ What are some of the reasons why the WPS was created?
THANK YOU
To all of our collaborators

EXTERNAL AFFAIRS
CENTER FOR CAREER AND PROFESSIONAL DEVELOPMENT
OFFICE FOR THE ADVANCEMENT OF RESEARCH AT JOHN JAY COLLEGE
WOMEN’S CENTER FOR GENDER JUSTICE
FACULTY, STUDENTS AND STAFF