Women In The Public Sector At John Jay
College of Criminal Justice

2016-2017 Reflection
WOMEN IN THE PUBLIC SECTOR AT JOHN JAY COLLEGE OF CRIMINAL JUSTICE

MISSION AND GOALS

WPS Mission
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 women in public service.

WPS Goals
The goals of Women in the Public Sector at John Jay College are to:

Educate participants on the context of women’s experiences in the public sector.

Engage with participants through activities and discussions that share experiences, information, and resources.

Foster a sustainable consortium of students, faculty, public service practitioners, and community members to collaborate in personal development, education, research, and outreach projects.
WPS at John Jay College began in Fall 2013 when co-founders, Nicole Elias and Maria D’Agostino, recognized a need for students and faculty to focus on women in public service within and beyond the John Jay community. Women in the Public Sector has hosted a total of eighteen events to date with over 1,110 participants. These events have educated John Jay and the larger academic, practitioner, and service community on women’s issues in public service. Examples of these events include the 2017 Women in the Public Sector Speaker Series with NYC Department of Probation Commissioner Ana M. Bermudez, the 2017 Women in the Public Sector Speaker Series with Mary Luke, the 2016 WPS Professional Development Workshop with Civil Rights Attorney Melissa Brand, and the 2015 discussion by New York City Public Advocate Letitia James. In addition to these educational events, WPS has conducted research on gender competency in the MPA curriculum. This gender competency work has been presented at two national conferences, including: 2017 NeCopa Annual Conference in Burlington, Vermont, 2017 NASPAA National Conference in Washington, DC. WPS partnered with Academic Women in Public Administration (AWPA) and the Section on Women in Public Administration (SWPA) to host networking events at the American Society for Public Administration conferences. WPS affords students the opportunity to learn and practice skills that are valuable for public service, such as: strategic planning, budgeting, human resource functions, research, grant writing, and gender competency. Since the 2013 academic year, ten students have served as WPS graduate assistants and interns to accomplish the goals of the organization. WPS will continue to foster a sustainable consortium of students, faculty, public service practitioners, and community members through future events and projects that share experiences, information, and resources.
MEET THE TEAM

WOMEN IN THE PUBLIC SECTOR AT JOHN JAY COLLEGE OF CRIMINAL JUSTICE
Co-Founders

MARIA J. D’AGOSTINO

Maria J. D’Agostino is an associate professor in the Department of Public Management at John Jay College of Criminal Justice. 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. 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 Women in the Public Sector at John Jay College. Maria D’Agostino is currently working on a solo authored book that aims to understand the difference that women make in New York City Public Administration. She is also the co-editor for the forthcoming Administration & Society Women and Public Administration symposium and a recipient of the Faculty Mid-Career Research Award.

NICOLE M. ELIAS

Nicole M. Elias is an assistant professor in the Department of Public Management at John Jay College of Criminal Justice, CUNY and Research Fellow at the U.S. Equal Employment Opportunity Commission Office. She 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. Her recent work appears in Administrative Theory & Praxis, Public Administration Quarterly, and The American Review of Public Administration.
Ashley Marrero

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

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. 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.
Arkiem Legree

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.

Natalie Venegas

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.
Women in The Public Sector
2016-2017

The Full Participation Project
NO CEILINGS
WPS 2016-2017 Speaker Series: No Ceilings

The first event of the Fall 2016 WPS series was called No Ceilings and was held on October 5, 2016 in room 630-T within the Haaren Hall on John Jay College campus which hosted approximately 50 students, faculty, staff and community members. Through the collaborative efforts of WPS, the City University of New York and the Clinton Foundation this event was organized to acknowledge the Full Participation Project, an initiative of the Bill, Hillary & Chelsea Clinton Foundation, gathered more than 20 years of data from over 190 countries. The result is the Full Participation Report and accompanying website, www.NoCeilings.org, which brought this analysis to life through a series of visualizations, compelling videos, stories, shareable graphics, and interactive maps that tell the stories of girls and women worldwide.

During this session, participants seized the opportunity to learn more about the status of girls and women through various interactive tools and discussed the importance of creating a compelling evidence-based case for full participation to teach others through programs, policy, and advocacy. By knowing the facts, we can all work together to create change. After Ms. Tulchin's presentation about the status of girls and women regarding wage discrepancies and lack of women in power positions, participants were given the opportunity to partake in a discussion on the subject and discuss the importance of creating compelling evidence for change.
Attendees learned about the issues women and young girls face in the realm of education and the workforce at an international scale. In summation, a lot of issues were rather common regardless of the economic and social climate women and girls endured at the time. The bias stretched throughout 190 countries which further exacerbated the need to combat institutional bias against women and girls everywhere in order to elevate them and their counterparts.

**Research Findings**

Today, women and girls have access to educational and work opportunities that were previously unimaginable. Even in those areas where we have seen progress, too many obstacles limit the full participation of women and girls. Many countries still lack laws safeguarding women’s rights and even where laws are strong, implementation and enforcement often lag. Social norms, an equally important influence on gender equality, are hard to change. Geography, income, age, race, ethnicity, disability, sexual orientation, and cultural norms, among other factors, remain powerful determinants of a woman’s chance at equal rights and opportunities.

The Economist Intelligence Unit (EIU) assessed the progress of women and girls since 1995 by collecting existing indicators from a wide variety of respected international sources. The EIU’s data collection focused mainly on quantifiable outcomes for women and girls (e.g., health and education) and how they have changed since 1995. In some cases, the EIU also examined qualitative indicators that show progress in laws, legal protections, and policies (e.g., legislation that outlaws domestic violence).

The data in this report show us significant progress is possible. A girl born today is more likely than her mother to be educated, to get a good job, and to live to see her own children grow to be healthy adults. The data also show that despite the successes since 1995, much work remains to realize the promise of the Beijing Platform for Action and the full participation of women and girls.

We can do this by ensuring equality under the law, eradicating legal barriers that limit the potential of women and girls, and implementing guarantees of rights where they already exist. We need to provide resources to support efforts to close gender gaps, change the social norms that underpin inequality, and address the unique challenges and opportunities of the most marginalized.

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“200 million fewer women have Internet access than men in the developing world”

*(No Ceilings Participation Report 2016)*
Rachel Tulchin serves as Deputy Director of No Ceilings: the Full Participation Project at the Clinton Foundation, an initiative that aims to advance and inspire the full participation of girls and women globally. Previously, Rachel served as a Senior Policy Advisor in the Secretary’s Office of Global Women’s Issues at the U.S. Department of State, where she focused on issues of gender-based violence and women’s health. Her non-profit experience includes positions at the Guttmacher Institute and Femmes Africa Solidarité. Rachel received her Bachelor’s degree in International Relations, summa cum laude, from Tufts University, and holds a Master in Public Policy from Harvard University’s Kennedy School of Government. She served as a Council of Women World Leaders fellow at the Albright Stonebridge Group in Washington, D.C and is a recipient of the Secretary of State's Superior Honor Award.
In order to establish and foster a strong relationship with John Jay Students and Faculty, the WPS created meet and greets called Coffee Hour. These networking events allowed the John Jay community to learn and to become more aware about rising issues that are impacting women in the public sector. It was also an opportunity to engage students and staff about the mission and future goals of the WPS.

The spring semester coffee hours occurred on February 8, 2016 and May 4, 2016, during John Jay College of Criminal Justice social hour. During this event, students, faculty, and community members alike were able to gather over coffee and snacks as WPS introduced and discussed issues women face in the public sector. In turn, this event generated ideas for future events and opportunities for students to spread awareness pertaining to gender equality and more.
Looking Ahead with WPS

WPS seeks to determine the most effective ways of learning Gender Competency and Cultural Competency by evaluating the experiences of students enrolled in higher education programs as well as the faculty that conduct the very courses that bring students to success throughout their academic career.

WPS moves to then collect, analyze and strategize on ways of incorporating Gender Competency and Cultural Competency into the general curriculum of higher education academia in order to increase overall fluency in Gender Competency throughout the higher education experience at John Jay College.

The WPS team looks forward to coordinating events that provide the opportunity to acknowledge the various roles women actively play in the public sector, the issues or professional obstacles they face within the workforce while educating the community on gender competency throughout John Jay College of Criminal Justice.

Some events to look forward to from WPS are as follows:
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Any and all inquiries welcome. Please feel free to follow up with the WPS team members at WPS@jjay.cuny.edu or Womeninthepublicsector@gmail.com.

Thank you for your support