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

2017-2018 REFLECTION
MISSION AND GOALS

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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 twenty-two events to date with over 1,460 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 Spring 2018 Women in the Public Sector Networking Event, 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 with New York City Public Advocate Letitia James.

In addition to these educational events, WPS conducts research on gender competency in the MPA curriculum. This gender competency work has been presented at four national conferences, including: the 2018 NASPAA National Conference in Atlanta, GA, the 2018 ASPA National Conference in Denver, Colorado, and the 2017 NECoPA Annual Conference in Burlington, Vermont, the 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. In September 2017, WPS launched its blog, “Gender Dialogues: A Space for Community and Conversation”. The purpose of our blog is to begin a conversation with academics, practitioners, and students surrounding sex/gender in the public sector. The WPS blog prompts readers to consider the role sex/gender plays in public service and how that shapes the way we think, govern, and are served by sex/gender identities and markers. The WPS blog provides an outlet for sharing ideas and rethinking long-standing issues from diverse perspectives in an informal, creative space. Over sixteen bloggers have contributed blog content to date. 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, fourteen students (Zoe Adel, Lilli-an Calix, Lynette Gonzalez, Shanelle Greenidge, Tyresa Jackson, Stephanie Jaquez, Arkeim Legree, Matthew Lynch, Uroosa Malik, Ashley Marrero, Gina Ortiz, Danny Ovando, Natalie Wenzler, and Zarrina Yusupova) have served as WPS graduate assistants and interns to aid in fulfilling the WPS mission and accomplishing the organizational goals. 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
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.
Tyresa Jackson

Tyresa Jackson is a graduate student in the Masters of Public Administration program (Public Policy and Administration), with a specialization in law and administration at John Jay College of Criminal Justice. Prior to matriculating into John Jay College of Criminal Justice, she earned a Bachelor of Art in International Political Economy and Diplomacy with a minor in Mass Communications from the University of Bridgeport. While living in Bridgeport, Connecticut, she served on the Juvenile Review Board, which provided restorative justice recommendations to at-risk-youth in the Bridgeport community. Later, she moved to Chicago, where she served as a board member on Illinois Collaboration on Youth Advisory Board (ICOY).

Uroosa Malik

Uroosa Malik is a first year dual-degree student, studying Public Administration and specializing in Inspection and Oversight at John Jay College of Criminal Justice. She has interned with the Department of Correction and CUNY’s Research Foundation, which furthered her interest in serving the public in an effective and efficient manner. In addition, she aspires to explore her horizons and study abroad in Europe.

Upon graduating, Uroosa plans on working for the Inspector General’s Office or the Department of Investigation and pursuing a career with the Federal Bureau of Investigation.
**Shanelle Greenidge**

Shanelle Greenidge is a graduate student in the Masters of Public Administration (Public Policy and Administration) with a specialization in Management and Operation. She has earned an Associate in Science and Bachelor of Science at CUNY Medgar Evers College with Cum Laude degree honors. During her undergraduate career, she has gained experience working with New York State and City organizations on projects to enhance methods in which public service is provided. These government entities include the Kings County Clerk, New York City Department of Transportation, New York City Transit, and New York City Department of Information, Technology and Telecommunications. Upon graduating, she intends to pursue a doctorate degree in Organizational Theory and a long term administrative career in operations within a government agency.

**Stephanie Jaquez**

Stephanie Jaquez is third year Master of Public Administration student at John Jay College of Criminal Justice, specializing in Investigation and Operational Inspection. After her first year in the MPA program, Stephanie was welcomed by CUNY School of Law as a dual degree student. Now entering her third year of law school she has served on the executive boards of the Latin Law Student Association as the Scholarship Chair and Parents Attending Law School as the Events Coordinator. Stephanie has interned at the Legal Aid Society Juvenile Rights Practice where she gained courtroom and investigation exposure. This past summer Stephanie presented to an audience of law students and professors at the National Lawyers Guild Law for the People Convention in Washington, DC where she discussed racial and gender disparities in the legal profession. Upon graduating, Stephanie hopes to obtain a position in an Inspector General’s office as legal counsel, apply for a PhD program and launch a nonprofit organization for young women in her community.
**Gina Ortiz**

Gina Ortiz is a graduating Master in Public Administration student at John Jay College of Criminal Justice, specializing in Investigation and Operational Inspection. Gina earned her Associates and Bachelor of Science degrees in Police Studies and Criminal Justice at John Jay College of Criminal Justice.

She previously interned at the New York City Department of Investigation, where she served as an Investigative Intern with the Office of Inspector General of the NYPD, FDNY, TLC, DSNY, and EMS. Upon graduating, she intends to pursue a long progressive career in education, investigation, inspection, and oversight.

**Danny Ovando**

Danny Ovando is a second year Master in Public Administration student at John Jay College of Criminal Justice, specializing in Human Resources Management. He earned his Bachelor of Arts degree in International Criminal Justice with a minor in Psychology from John Jay College of Criminal Justice.

Danny previously interned at Covenant House International, assisting in day to day Human Resources assignments. Upon graduating, he intends to continue his military career as a Human Resources Officer in the New York Army National Guard and pursue a career in Human Resources in the public sector.
Women in the Public Sector
2017-2018
The first event of the Fall 2017 series was held on September 26, 2017 and took place in the Eastern end of the John Jay College student dining hall. Through the collaborative efforts of WPS, External Affairs, and MPASA, John Jay College hosted the first Latina Woman to lead the Department of Probation Ms. Ana Bermudez. This specific event was organized and designed to raise awareness of the social barriers or common misconceptions women face throughout the workforce every day and how to go about successfully overcoming those issues while embracing one’s unique sense of self. Guided by Dr. D’Agostino and Dr. Elias’ expertise within gender and cultural biases, Ms. Bermudez surrendered her own personal struggles with gender bias before the students, faculty and staff of John Jay College.

After Ana Bermudez’s eloquent introduction, the discussion opened up to a Q&A session with the participation of over 75 John Jay College students, faculty, staff, and community members. The conversation focused on the central issues within society that limit women and minorities alike from reaching their full potential in the workplace such as how to be a true leader in the face of workplace bias, gender inequality, experiences that strengthen our identity in the wake of institutional biases, unequal pay, and more. Poor perceptions and biases that lead to discrimination against gender, sexual orientation, age were acknowledged for what they are, unjustified assertions.
Attendees learned about the progressive movements initiated within the field of Probation beginning with the deferment of juvenile cases to family court in order to minimize the percentage of juveniles in custody of the Criminal Justice System as well as the many initiatives established to raise awareness of the many wrongful perceptions of women throughout the workforce and society.

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Following, “In Celebration of Hispanic Heritage Month” Ana Bermudez event, WPS student team members blogged about the event: “Jay College met Commissioner Ana Bermudez and in turn provided students, faculty, and staff the opportunity to learn more about her work and inspiration behind her work within the juvenile justice system, trial work, collaborative efforts with ACS, probation policy and planning all while serving as the first female Latina leader of the agency.”
The second event of the academic year 2017-2018 was held on February 6, 2018 in the second floor West Faculty Dining room. Through the collaborative efforts of Women in the Public Sector and John Jay Career Services, John Jay hosted the networking event of the season. Following an inspirational panel introduction, the discussion then opened up to a Q & A session and ultimately a speed networking dialogue. Women in The Public Sector at John Jay College of Criminal Justice held the WPS Spring 2018 networking event to bring students, faculty, staff and professionals within and beyond the John Jay College community together for the opportunity to learn more networking tools as well as meet other professionals in the public sector. Over seventy five students, faculty and staff attended and engaged in a host of exciting activities! These activities included professional simulations of pay negotiations, listening to the experiences of senior-level in the public sector, along with learning how to promote yourself through a 30 second elevator pitch! These exercises were beneficial to all because it in turn, they helped to enhance their negotiation skills, public speaking, and confidence in networking.

**Panel Professionals in attendance:**

- **Will Simpkins**, Ed.D., Senior Director of the Center for Career and Professor Development, who also moderated this event.

- **Ashley Emerole**, Adjunct Lecturer at Metropolitan College and Deputy Chief Clerk at the New York City Board of Elections (BOE)

- **Alaina Gilligo**, John Jay College Faculty Member, Deputy Comptroller

- **Bill Jorgenson**: Director of Outreach and Investigation at the Department of Investigation

- **Laura Ginns**: Vice President for Policy and Strategic Initiatives at John Jay College of Criminal Justice

- **Linara Davidson**: Managing Director for Development and External Affairs at East Harlem Tutorial

- **Stephen Rolandi**: Adjunct Lecturer at John Jay College of Criminal of Justice

- **Sergine Louis**: Nonprofit Management Executive.
Home-Based Care Sector Needs Innovation and Policy Supports To Raise Job Quality For Working Women

The purpose of our blog is to begin a conversation with academics, practitioners, and students surrounding sex/gender in the public sector. This is a space to have a thoughtful dialogue about the topics highlighted above and others-- the possibilities are endless. We want to consider the role sex/gender plays in public service and how that shapes the way we think, govern, and are served by sex/gender identities and markers. We want to share ideas and rethink long-standing issues from diverse perspectives in an informal, creative space.

Dr. Elizabeth Nisbet  Dr. Jennifer Craft Morgan

In New York State, many women, often people of color and immigrants, work as personal care or home health aides to care for persons with chronic illness, disability or dementia who need assistance with daily living tasks. Over 300,000 of these women hold a job largely financed with public funds and in some cases, as direct government employees. The majority of home-based care services in the U.S. is funded by public sources including Medicaid and Medicare. These jobs are usually low wage, high demand with poor working conditions and few opportunities for advancement. They also exemplify two trends in the workforce that help explain the situation of many low-income working women today: occupational segregation, or the overrepresentation of certain groups of workers in certain jobs, and growth of low-wage work in the service sector. According to PHI, nearly 90% of home care aides are women; well over half are women of color and aged 45 or above. Bureau of Labor Statistics data indicate their median pay in 2016 was $10.60 per hour, while the occupation is projected to grow 40% by 2026. However, public policy is changing aide pay in some places. For example, home health aides working for larger New York City-based agencies must earn $13 an hour plus benefits (as of December, 2017). Recent national legislation (2016) also afforded many aides nationwide first-time rights to overtime pay, rights that New York aides have enjoyed under a more limited law already.

Our recent study in the Journal of Applied Gerontology examines the experiences of these aides highlighting the difficulty getting enough work hours or maintaining a stable schedule. This problem has been well-documented for restaurant and retail workers, but it looks different for care aides, whose schedules depend on the needs of low resource clients, Medicaid or Medicare policy changes, and on decisions made by employing agencies.

Our interviews with 30 people in 17 agencies who hire aides and assign schedules focused on how labor and health care policy affect employer practices. Interview participants believed Medicaid policy change had, at least in the short term, shortened visits to patients and reduced the number of patients, which made it harder to create good schedules. They reported that aides wanted more hours. They were cutting back on overtime and reorganizing schedules to respond to regulations about overtime and pay for time traveling to homes, because they said the current structure of health care funding did not cover those costs (since then, the state provided some funds to Medicaid plans that are intended to address this). There were also changes to the way round-the-clock care was authorized so that people stayed 24 hours in a home and were paid 13, instead of working one of two 12-hour shifts.
Starting in elementary school, the importance of increasing cultural and gender competence is an integral part of developing students’ confidence to pursue studies in fields deemed challenging, like mathematics and the sciences. In particular, there are large disparities in the number of African-American women pursing an education and careers in STEM (Science, Technology, Engineering, and Mathematics) related fields. These disparities demonstrate a larger problem within education standards, gender bias and stereotypes.

Dr. Chandra Prescod-Weinstein is the 63rd African-American woman to attain a doctorate in physics. Dr. Prescod-Weinstein specializes in theoretical physics, and further reading raised a few questions: what are astrophysicists, and why are there a small number of African-American women who attain PhDs in STEM (Science, Technology, Engineering, and Mathematics) related fields? Both globally and domestically, there are major differences in girls educated in STEM.

According to the National Girls Collaborative Project, fifty-seven percent of bachelor degrees earned in all fields were earned by women, however, nineteen percent of bachelor’s degree within engineering were earned by women, compared to eighty-one percent of men. Further, thirty-nine percent of physics degrees were earned by women compared to sixty-one percent of men.
March 2018 Highlighted Blog Caption: The Power of Networking
by Gina Ortiz & Tyresa Jackson

“For many serious networking leaders, networking goes beyond friendships or a line of encouragement. There is certainly a lot of potential in networking because after all, success is essentially a team effort. So, why do we network and how can we go about networking regularly?

Why Network?

-According to Linkedin.com: 85% of jobs are filled through networking. It is a way to broaden your way of thinking and to explore alternative markets and ways of achieving success you hadn’t thought of beforehand

-People who got most results from their networking efforts participate more in “face-to-face” casual contact networks: 72% of those surveyed said they were influenced by looks and handshake, and the Business card is a physical connection to make both a first and lasting impression
William Allen: Adjunct Lecturer at Metropolitan College and Deputy Chief Clerk at the New York City Board of Elections (BOE)

William Allen is a well sought after lecturer, mentor, leadership maker, public policy advisor, campaign strategist, resource development consultant and grant writer for communities of long standing need. His civic activities remain vast, but his prominent role still include a long tenure as the Harlem Democratic District Leader. Allen is no stranger to the world of youth development, education, public health and most urban public policy areas. While a college and graduate student, he served on the standing committees of the Board of Trustees and in various leadership roles at The City University of New York (CUNY). Most significant during his CUNY days, he lead protests against the Apartheid policy in South Africa and successfully won Nelson Mandela, imprisoned at the time, an Honorary Doctorate of Laws. In his native Harlem, he is the Board Chair Emeritus of New York State’s first charter school, Sisulu-Walker Charter School of Harlem. He has served as National Vice President of College Democrats of America, President/CEO of Communities in Schools of New Jersey, Senior Development Officer of Newark Community Health Center and New York Metropolitan Chapter President of the American Society for Public Administration. In 2013, he opened the Harlem Hebrew Language Academy Charter School, across the street from his home. William Allen has a lifetime of being active in government, civic and fraternal organizations, including the Phi Beta Sigma Fraternity, who honored him several times for his civic leadership and mentoring of future leaders.

Ashley Emerole: John Jay College Faculty Member

A NYC native, Ashley has a BA in Geography from the University of Arizona in Tucson and a Masters in Urban Planning from CUNY Hunter, Ashley has interned and worked for the MTA, the City's Department of Planning and the City's budget office. Most recently she has found her groove in public finance and law enforcement and is the Director of Finance for the City's Department of Investigation the nation's oldest law enforcement agency which investigates government corruption, waste abuse and fraud. She also teaches an undergraduate class in Public Finance at CUNY John Jay.

Alaina Gilligo: Deputy Comptroller

As First Deputy Comptroller, Alaina Gilligo provides senior policy and administrative support to the Comptroller, and is responsible for overseeing the internal operations of the office’s 14 bureaus, 760 employees and a $95 million agency budget. Under her leadership, the Office has launched key initiatives including a comprehensive ethics reform package for the City’s $160 billion pension fund system; the Boardroom Accountability Project – a nationwide campaign to give shareowners a stronger voice in how corporate boards are elected; Claim Stat – a data driven approach to claims management that identifies patterns and practices that lead to lawsuits against the City; audits of the New York City Housing Authority that identified $692 million in lost incentives and subsidies, led NYCHA to overhaul of its entire inventory system, and recommended improvements for management, repair and maintenance of apartments; and diversity initiatives including a first of its kind letter-grading program that measures the City’s spending with Minority and Women Owned Businesses.

Bill Jorgenson: Director of Outreach and Investigation at the Department of Investigation

Currently he is in charge of Training, Outreach within DOI. Prior to his current assignment Bill supervised three divisions within DOI which investigated cases involving fraud and misconduct in New York City school construction, New York City public housing, city elected officials and those non-profit organizations who received city grant money.
Laura Ginns: Vice President for Policy and Strategic Initiatives at John Jay College of Criminal Justice

Laura Ginns serves as Vice President for Policy and Strategic Initiatives at John Jay College of Criminal Justice. Previously, Ginns served as chief of staff to the Secretary and as deputy chief of staff in the Office of the Secretary at the U.S. Department of Education. In those roles, she served as a senior advisor to U.S. Secretary of Education John B. King, Jr. on a variety of priority preschool-12, higher education, equity, and operational issues. Prior to those roles, Ginns served in other capacities at the Department, including as chief of staff in the Office of the Deputy Secretary and as associate general counsel in the Office of the General Counsel, where she was a principal advisor to the general counsel on federal education laws and policies.

Linara Davidson: Managing Director for Development and External Affairs at East Harlem Tutorial

Linara Davidson is the Managing Director for Development and External Affairs at East Harlem Tutorial Program (EHTP). In this role she is responsible for the strategic direction and the overall management of the organization’s fundraising, marketing and communications programs. This includes an annual raise of $6 million growing to $10 million in the next 5 years.

Linara comes to EHTP from the public relations and government sector, and is currently an adjunct instructor at John Jay College of Criminal Justice. She recently worked for Hillary for America as the regional political director for three battleground states. Prior to that, Linara worked as a Vice President at Ogilvy Public Relations in their Corporate Group. She also served in New York City government for nine years in various capacities, and in 2012, was recognized by City &amp; State as one of the city’s top 40 under 40 Political Rising Stars.

Stephen Rolandi: Adjunct Lecturer at John Jay College of Criminal Justice

Currently an Adjunct Lecturer of Public Administration, Department of Public Management, John Jay College of Criminal Justice (CUNY) and Pace University, Dyson College of Arts and Science, Stephen Rolandi’s career spans government, higher education and the not-for-profit sector. He teaches courses in public policy, human resource management; organization theory; public finance and budgeting. He has over 10 years experience teaching public administration, and has made numerous presentations to professional and academic audiences on public management, current events and public affairs.

Sergine Louis: Non-Profit Management Executive

Sergine is a performance-driven professional with extensive retail banking experience. She is skilled at developing bottom performing team to exceed sales and service metrics. Her in-depth knowledge of financial risks and regulatory compliance, prepared her for a Master in Public Administration with a specialization in investigation & operational inspection at John Jay College of Criminal Justice. Armed with a “Can do” attitude Sergine is currently an effective HR Professional at the City University of New York with a proven ability to leverage performance improvement efforts to attain organizational goals. As part of her Civic responsibilities, Sergine is a volunteer Consultant for “Sisters with Purpose” a nonprofit organization focusing on Youth Development, in East New York, Brooklyn, where she partners with the Executive Board to find ways to maximize the program’s outreach.
"John Jay Students, Faculty and staff need to know what it means to be gender and culturally competent.” Dr. Nicole Elias

Women in the Public Sector at John Jay College

Prospective Agenda for Academic Year 2018-2019

Women in the Public Sector at John Jay College is proud to announce that we will be attending NASPAA 2018. We will be presenting the Case Study Workshop to interested persons. Also, look out for us at ASPA 2018!
Social Media

Facebook.com/@WPSJohnJay

Twitter.com/@JohnJayWPS

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