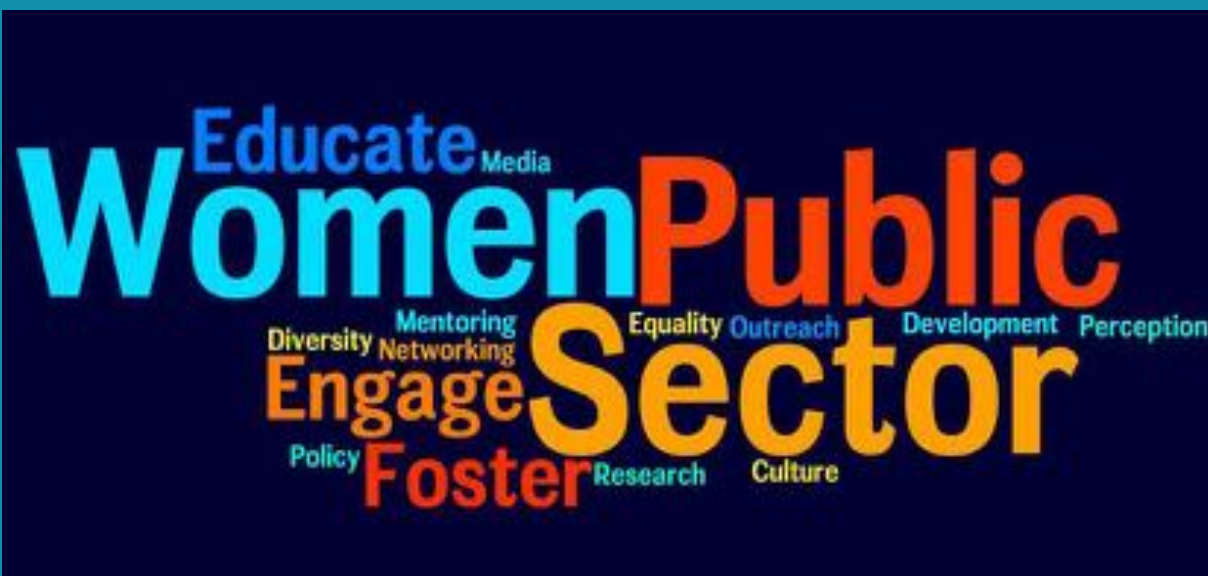


# Women in the Public Sector at John Jay College

2013-2014 Review

2014-2015 REVIEW





# WPS BACKGROUND

**W**omen in the Public Sector 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, Professors Elias and D'Agostino created the 2014 Women in the Public Sector Workshop Series. This Workshop Series was the first step in a concerted effort to make women in public service a scholarly and practitioner focus, with the long-term goal of establishing the formal presence of Women in the Public Sector at John Jay College.

# 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.

## Goals:

- Educate participants on the context of women's experience 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.

### Follow Women in the Public Sector at:



@JOHNJAYWPS



FACEBOOK.COM/WPSJOHNJAY



# CO-FOUNDERS



## NICOLE M. RISHEL ELIAS

**N**icole M. Rishel 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*.



## MARIA J. D'AGOSTINO

**M**aria 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. 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 women make in New York City Public Administration and a co-edited volume that examines the role of women in public administration from a global perspective. She is also co-editor for the forthcoming *Administration & Society Women and Public Administration* symposium and a recipient of the Faculty Mid-Career Research Award.

# AFFILIATED FACULTY



## HEATH BROWN

**H**eath Brown is an assistant professor of public policy at the John Jay College of Criminal Justice, City University of

New York. He has worked at the US Congressional Budget Office as a Research Fellow, at the American Bus Association as a Policy Assistant, and at the Council of Graduate Schools as Research Director. In addition to his research, Brown is Reviews Editor for Interest Groups & Advocacy and hosts a podcast called New Books in Political Science, where he interviews new authors about their political science publications. He is also an expert contributor to The Hill. Brown currently is the section chair for Public Policy and Public Administration for the Northeastern Political Science Association and a member of the Scholar Strategy Network.

# GRADUATE ASSISTANT



## LILIAN CALIX

**L**ilian Calix is a Master of Public Administration-Policy and Administration candidate at

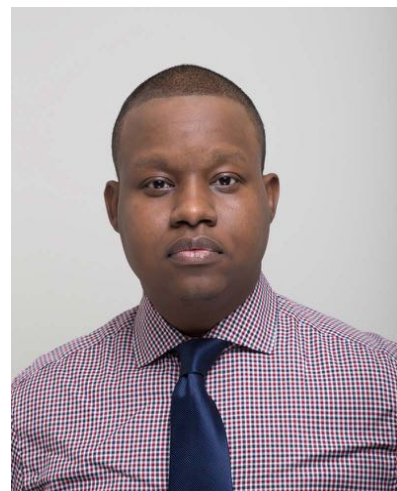
John Jay College of Criminal Justice, CUNY, dual specialization in Human Resources Management and Criminal Justice Policy and Administration. She graduated with a Bachelors of Arts in Criminal Justice and a minor in Criminology from John Jay College. Lilian prepares surveys, presentations, and performs outreach for Women in the Public Sector. Ms. Calix plans to become a Human Resources Manager. Ms. Calix currently works for the New York Public Library.

# CURRENT INTERNS



## LYNETTE GONZALEZ

**L**ynette Gonzalez is a Senior at John Jay College of Criminal Justice currently working on her Bachelors of Science in Criminology with a minor in Dispute Resolution. She was a Girl Scout for about 12 years, which brought her inspiration to intern at Women in the Public Sector. Lynette performs diagnostics on the statuses of the social media, and work on graphics and media for reflections for the Women in the Public Sector. She plans to graduate in Fall of 2015. Her goals after graduation are to further her career by working by using positive peer pressure to encourage young people who have engaged in wrongdoing to repay the community. She is currently interning as well at Bronx Community Solutions at the Bronx Criminal Court House where she learn some of those skills.



## ARKIEM LEGREE

**A**rkiem is a senior at John Jay College majoring in Public Administration

His concentration is Human Resource Management, and he is 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 assisting with the social media management and networking for the various platforms associated with Women in the Public Sector. In addition to interning with WPS, will also be working as an intern for Public/Private Initiatives program of the NYC Office of Emergency Management.

# WORKSHOP HIGHLIGHTS

## Workshop 1: Issues, Perceptions, and Public Policy

The first workshop was held on April 2, 2014.

Guided by Dr. Elias and Dr. D'Agostino's research, the event was designed to raise awareness about the perception and involvement of women in public service. More than 90 students, John Jay and CUNY-wide faculty members, administrators, and community members participated in the conversation.



Discussion focused on the central challenges women face 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 perception of what it means to be a woman in today's society.





Following a breakout session and group activity prompting individuals to identify and discuss the significant issues women face in today's public and private organizations, the event closed with a thought-provoking Q&A where participants discussed their own experiences, concerns, and personal successes in public service.



*“I am extremely glad to have been a part of this workshop and to have met such an array of individuals who took time from their schedule to understand dilemmas that women faced in the workplace and sought ways to transform and eliminate these issues so that discrimination towards women can one day hopefully become a thing of the past.” - Sharrad B.*

*“The workshop was very informative; through group interactions and brain-storming, new nuances were discovered and debated.” - Edlyne V.*

## Workshop 2 : Public Service Leadership & Panel Discussion

**B**uilding upon the energy from the first workshop, the second event in the 2014 Series took place on May 7, 2014. The event began with a special welcome from John Jay College Provost & Senior Vice President for Academic Affairs, Jane Bowers. Participants heard from a panel of five public service scholars and practitioners, who all shared their academic and professional perspectives on women



in the public sector. The panelists highlighted significant issues women in public service face by presenting their own professional experiences. Drawing on these personal narratives, panelists offered guidance for supporting women in the workforce, especially how to foster mentorship and networking opportunities. This event closed with a lively Q&A session that covered a wide array of topics relevant for women in public service ranging from best practices to theoretical constructs of sex and gender.

### KEY TOPICS & INSIGHTS

- Policy and organizational structures that impact women
- Challenges women face when running for public office
- Educating managers on staff diversification strategies
- Best practices for improving women's experiences in the workplace
- Understanding the impact of family and other obligations from a female perspective
- Changing organizational culture and the need for work-life balance
- Suggestions for women to avoid "second-guessing" or "not feeling good enough"
- Combatting the heightened scrutiny women face in executive positions
- Benefits of mentorship and how to build positive professional relationships

## FEATURED PANELISTS

### **Kitley Covill**

Assistant Chief Deputy County Attorney, Westchester County and former Inspector General, Yonkers

### **Anna Morrissey-Keane,**

Retired Officer, New York City Police Department

### **Arlean C. Nieto**

Enforcement Manager, Equal Employment Opportunity Commission, New York District Office



### **Dr. David Pitts**

Professor and Chair, Department of Public Administration & Policy, American University

### **Dr. Hindy Lauer Schachter**

Professor, School of Management, New Jersey Institute of Technology

*“Many times I personally doubt myself and am afraid to apply for certain positions because I don’t think I can do it, or I think it’s not for me. This workshop was a real motivator to really chase your dreams and made me believe that women can actually lead and have a voice.” - Keisha R.*

*“I was already aware of the disparities between male and female pay in organizations and reasons why women are discriminated against during the hiring process...but I never gave too much thought into solutions until now.”*

- Jeffrey M.

*“An insight that I gained from attending this successful event was that we all need to stand together and continuously support the advancement of women without fail.”*

- Stan M.



# Women in the Public Sector at John Jay College

2014-2015 Review



# EVENTS HIGHLIGHTS

## Negotiating Success in the Public Sector- October 8th, 2014

The Professional Skills Workshop with Practitioners in the Public Sector held on October 8, 2014 was the first event of the 2014-2015 academic year. This workshop was held in partnership with the Center for Career and Professional Development. The primary goals of this event were to educate students on the topics of pay negotiation and mentorship and to share the first-hand experiences of practitioners in dealing with these issues. In attendance were faculty, administrators, students, and community members, totaling over 75 participants. Mr. Will Simpkins, Director of the Center for Career & Professional Development, shared valuable information on practical





***"Never go into a negotiation blind!"***  
-WPS Panel

***"At what point do you negotiate?  
Be strategic. Get familiar with the  
process"*** -WPS Panel

***"Want a mentor who will  
advocate for you"*** -Darlene M.

***"Consider negotiation on  
things outside of salary for the  
public sector"*** -Sara S.

approaches to addressing these challenges in the workplace by highlighting the wage gap between male and female earnings. This prompted a discussion surrounding fairness, equity, and examples of how to request compensation and benefits. Participants learned that what is critical to successful negotiation is often guidance and insight from mentors. Our panelists shared their personal experiences in learning to negotiate throughout their careers in public service, emphasizing the valuable role mentorship played in bolstering their confidence to negotiate successfully. The workshop ended with participants breaking into groups and simulating different scenarios as mentors and mentees.

# OUR PANELIST FROM OUR NEGOTIATING SUCCESS EVENT



## SARA SULLIVAN

Sara Sullivan is a Senior Program Associate at the Vera Institute of Justice. As part of Vera's Center on Sentencing and Corrections, Sara provides technical assistance to states implementing new sentencing policies and evidence-based practices in probation, parole, and prison systems. Sara also manages a project that works with state departments of corrections to assess their segregation policies and practices, analyze outcomes of that use, and provide recommendations for safely reducing the use of segregated housing units and enhancing responses to special needs populations.



## DARLENE MARTINEZ

Darlene Martinez is the Director of Human Resources with the City of New York Business Integrity Commission ("BIC"). Ms. Martinez began her career in City government in 2005, working with the Kings County District Attorney's Office as a paralegal in the Early Case Assessment Bureau drafting criminal complaints and interviewing victims of sex crimes.



## WILL SIMPKINS

Will Simpkins is the Director of the Center for Career & Professional Development at John Jay College of Criminal Justice, a college of the City University of New York. In this role, he oversees a comprehensive program of career services to almost 15,000 undergraduate and graduate students as well as thousands of alumni throughout the country. Before coming to John Jay, Will directed the public service/civic engagement career program at Barnard College, the women's college affiliated with Columbia University. Will received his M.Ed. in Counseling and Personnel Services with a focus on college student leadership development from the University of Maryland in 2001 and a B.A. from Virginia Tech in English with concentrations in creative writing and cultural studies in 1999. He is currently pursuing an Ed.D. in Higher Education Administration from New York University.



## Women in the Public Sector: First-Annual Scholar's Lunch- February 25, 2015

**O**n February 25, 2015, Women in Public Sector held the first-annual Scholars Lunch. This event fostered new partnerships by inviting students, faculty, and administrators from other educational and community institutions to participate. Many participants were able to engage with the group at John Jay College, while others participated remotely via social media and Skype. The goal of this event was to begin to expand our WPS network by brainstorming with others to promote our mission, strategized about future events, and share information regarding different ways to connect and collaborate. This was the first time WPS had Skype video in the events, and it was successful in bringing participants from across the U.S. with diverse perspectives to the table. An additional benefit of Skype was that we were able to maintain an active record of the event that can be found on our YouTube page. The dynamic group of participants provided valuable suggestions and ideas to implement in the short and long term. We are extremely grateful for all of our participants and look forward to working with them in the future.



### PARTICIPANTS

**Anne Lopes**, Associate Provost for Strategic Initiatives/Dean of Graduate Studies at John Jay College  
**Daniel Feldman**, Professor at John Jay College  
**Heath Brown**, Assistant Professor at John Jay College  
**Helisse Levine**, Associate Professor and Director of MPA Program at Long Island University  
**Jeanne-Marie Col**, Associate Professor at John Jay College  
**Jovanny Suriel**, Associate Director of Career Services at John Jay College  
**Karin Martin**, Assistant Professor at John Jay College  
**Karina Saldivar**, Assistant Professor at Long Island University  
**Lolita Toro**, ROR Interviewer at NYC Criminal Justice Agency  
**Maria Binz-Scharf**, Associate Professor at City College of New York  
**Patricia Ackerman**, Director of Women's Studies at City College of NY  
**Peter Federman**, Master of Public Administration Student at John Jay College  
**Peter Mameli**, Associate Professor at John Jay College  
**Robin Kempf**, Professor at John Jay College  
**Stephen Rolandi**, Lecturer at John Jay College  
**Tiffany Cromer**, Probation Officer for NYC Probation Office

### E-PARTICIPANTS

**Andrea Headley**, Doctoral Student at Florida International University  
**Gina Scuteinicu**, Assistant Professor at Pace University  
**Hillary Knepper**, Assistant Professor at Pace University  
**Lorita Daniels**, Doctoral Student at Virginia Tech University  
**Meghna Sabharwal**, Assistant Professor at University of Texas at Dallas  
**Melissa Gomez Hernandez**, Doctoral Student at Florida International University  
**Mohamad Alkadry**, Associate Professor at Florida International University  
**Sebawit Bishu**, Doctoral Student from Florida International University  
**Rebecca Tekula**, Executive Director and Assistant Professor at Pace University  
**Virginia Valian**, Distinguished Professor at Hunter College



## Keynote Speaker: The Honorable Letitia James- April 21,2015

The event of the academic year featured New York City 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 participants 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 themes to the larger issues and community in New York City.



*Ms. James definitely motivates me to want to do better and graduate to hopefully one day become an advocate for someone and work in the public administrative field. It always feels good to see women ascend to become great role models. When I get older I want to be as great as Ms. James and I know that she will only get better at what she does because this is just the beginning. -Vanessa V.*

On January 1, 2014, Letitia James was sworn in as the Public Advocate for the City of New York, the first woman of color to hold a citywide position in our city's history. In her first months in office, she successfully pushed forth proposals to bring Universal School Lunch and police body-worn cameras to New York City. This fall, the office re-launched the city's Worst Landlords Watchlist, expanding the list and adding significant technological upgrades.

*...after listening to her speech I left with a ton of knowledge and insight. Honorable James spoke about a number of topics including a large emphasis on equal rights and advocacy for those that may not have a voice or who may not know where to turn for help. -Arkiem L.*



## Girl Scout Teen Summit Day- May 16th, 2015

**W**PS partnered with Girl Scouts of America to hold the Global Action Award: Teen Leadership Summit. The primary aim of this event was to inform the participants about the global issues affecting girls in a way that was interactive and educational. Over 100 Girl Scouts from various ranks within the organization participated. From John Jay College, Nicole Elias and Maria D'Agostino presented on Promote Your Way to Success. Natalie Wenzler and Zarrina Yusupova held two panels on What's Next: Discover your Leadership Style. Peter Federman from Career Services presented on Getting Started: Volunteering and Internship. Keynote speaker shared insights on different ways to become a leader and how impactful leadership could be for young women. The event was productive and informative for participants and facilitators as well.



# PREVIOUS STAFF



## NATALIE WENZLER

**N**atalie R. Wenzler was a Master of Public Administration-Inspection and Oversight candidate at John Jay College of Criminal Justice, CUNY, dual specializing in Organizational Assessment and Monitoring as well as Investigative and Operational Oversight. She received her degree June 2015. Ms. Wenzler was the President of the Master of Public Administration Student Association at John Jay and a member of the Leadership Board for the NY Metro Chapter of ASPA. Natalie coordinated logistics for workshops, correspond with participants, and brainstorm opportunities for Women in the Public Sector. She was also a graduate assistant in the Center for Career and Professional Development at John Jay assisting in careers services with a focus on M.P.A. students

## ZARRINA YUSUPOVA

**Z**arrina Yusupova was a former Intern for the Women in the Public Sector and is currently a Master of Public Administration candidate at John Jay College of Criminal Justice, CUNY.

# LOOKING AHEAD

## **Women in the Public Sector Agenda for the 2015-2016 Academic Year**

WPS will be presenting on the role of cultural competency education and gender awareness in public affairs education at the NASPAA Conference in October 16, 2015 at 10:00am-11:00am.

This event will take place at the Brooklyn Marriott Hotel. Lookout for our round table on October 15, 2015 during the NASPAA Conference. During the Spring 2016 Semester, we will hold a Career Law School Event and Keynote Lecture with Melissa Brand. We will also host our 2nd annual Scholars Lunch.

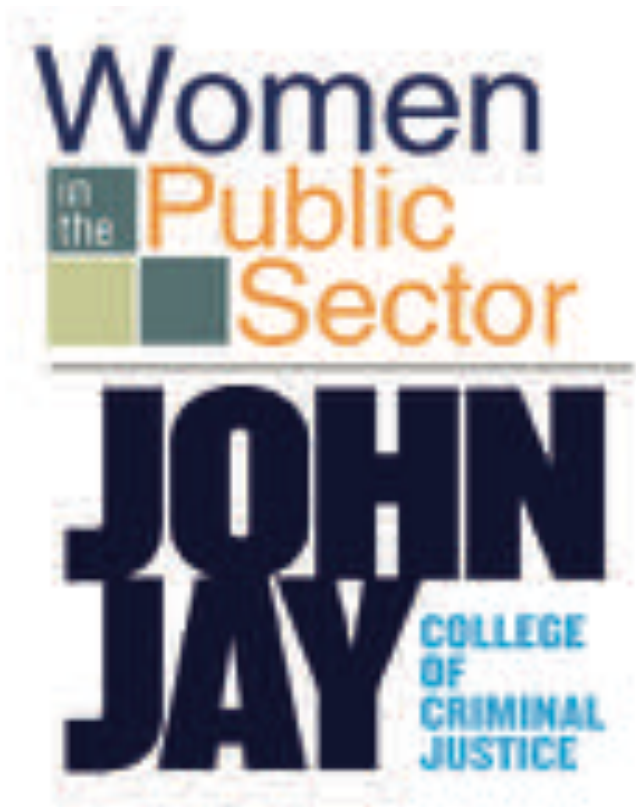
Please follow us on social media for more information on the upcoming events. We look forward to your participation this year.



@JOHNJAYWPS



FACEBOOK.COM/WPSJOHNJAY



Thank you to all of the panelists, attendees, volunteers, students, colleagues, Department of Public Management, and John Jay College for supporting Women in the Public Sector.

To learn more about the Women in the Public Sector, you can visit us online or email us.

**Website:**

**<http://johnjay.jjay.cuny.edu/womeninthepublicsector>**

**Email:**

**[wps@jjay.cuny.edu](mailto:wps@jjay.cuny.edu)**