

DANGER: WOMEN AT WORK

FROM ROSIE THE RIVETER TO THE WOMEN OF TOMORROW...

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FORMAT: 60-minute TV | In-depth | Day-In-The-Life | Interview |

Documentary

GENRE: Feminism | Business | Aspirational

AUDIENCES: Women & Girls

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Imagine if the virtual spirits of Mike Rowe and Germain Greer had met and procreated, these women might just be the result. Think "<u>Dirty Jobs</u>"® meets Feminism at its finest. There's no shame in hard work. Even if you're a chick.



Leeann Johnson is a haul truck driver in Nevada. Courtesy Chris Crisman Photography

PROOF OF CONCEPT:

Women can make good Ca\$h for HARD WORK in the construction industry.

Quick Take: Women in the Automotive Industry.

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Although Women Are Almost Half of the US Labor Force, They Represent Fewer Than One-Quarter of the Automotive Workforce. Women of color made up a fraction of employees in the motor vehicles and motor vehicles equipment manufacturing industry:

Black women: 5.6%.Asian women: 1.8%.

• Latinas: 3.0%.

- Specific occupations in the automotive industry are maledominated. In 2020, women represented:
 - 17.9% of automobile dealers.
 - 9.9% of automotive repair and maintenance employees.

Sian Beilock, "Research-Based Advice for Women Working in Male-Dominated Fields," Harvard Business Review, February 13, 2019.

Harvard Business Review, "When You Work in a Male-Dominated Industry" (December 9, 2019).

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Heather Marold Thomason, butcher and owner of Primal Supply Meats in Philadelphia, Pennsylvania. Courtesy Chris Crisman Photography

RESEARCH AND PROOF OF CONCEPT:

Quick Take: Women in the Automotive Industry.

Quick Take: Women in Energy—Gas, Mining, & Oil.

Quick Take: Women in Science, Technology, Engineering, and Mathematics (STEM).

Sian Beilock, "Research-Based Advice for Women Working in Male-Dominated Fields," Harvard Business Review, February 13, 2019.

Elliot Bentley and Soo Oh, "What 'Women's Work' Looks Like Now," The Wall Street Journal, October 14, 2019.

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Mindy Gabriel. Courtesy Chris Crisman Photography

Harvard Business Review, "When You Work in a Male-Dominated Industry" (December 9, 2019).

Book: Women's Work by Chris Crisman

https://www.amazon.com/exec/obidos/ASIN/1982110376?tag=simonsayscom

Only 3.5% of <u>firefighters</u> are women.

https://www.insider.com/male-jobs-women-underrepresented-numbers-2019-8

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Nancy Poli. Courtesy Chris Crisman Photography

1. Examples of male-dominated occupations include electricians, computer network architects, and mechanical engineers. U.S. Department of Labor, Women's Bureau, "Occupations with the Smallest Share of Women Workers," *Employment and Earnings in Selected Occupations* (2017); Mariela V. Campuzano, "Force and Inertia: A Systematic Review of Women's Leadership in Male-Dominated Organizational Cultures in the United States," *Human Resource Development Review* (2019): p. 8.

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Carol Warn. Courtesy Chris Crisman Photography

- 2. Mariela V. Campuzano, "Force and Inertia: A Systematic Review of Women's Leadership in Male-Dominated Organizational Cultures in the United States," *Human Resource Development Review* (2019): p. 2.
- 3. Ariane Hegewisch and Adiam Tesfaselassie, Fact Sheet: The Gender Wage Gap by Occupation 2018 and by Race and Ethnicity (Institute for Women's Policy Research, April 2, 2019).
- 4. Jed Kolko and Claire Cain Miller, "As Labor Market Tightens, Women Are Moving Into Male-Dominated Jobs," The New York Times, December 14, 2018.

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Christina Burris. Courtesy Chris Crisman Photography

Christina Burris is a brewer and operations manager of St. Benjamin's Brewing in Philadelphia, Pennsylvania.

5. Carolina Pía García Johnson and Kathleen Otto, "Better Together: A Model for Women and LGBTQ Equality in the Workplace," *Frontiers in Psychology*, vol. 10, no. 272 (2019).

6. Catalyst, Infographic: The Double-Bind Dilemma for Women in

Leadership (Catalyst, August 2, 2018); Mariela V. Campuzano, "Force and

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Inertia: A Systematic Review of Women's Leadership in Male-Dominated

Organizational Cultures in the United States," *Human Resource Development Review* (2019): p. 2.



Beth Beverly. Courtesy Chris Crisman Photography

7. Dilshani Sarathchandra, Kristin Haltinner, Nicole Lichtenberg, and Hailee Tracy, "'It's Broader Than Just My Work Here': Gender Variations in Accounts of Success Among Engineers in U.S. Academia," *Social Sciences*, vol. 7, no. 3 (February 2018).

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8. Jennifer L. Berdahl, Marianne Cooper, Peter Glick, Robert W. Livingston, and Joan C. Williams, "Work as a Masculinity Contest," *Journal of Social Issues*, vol. 74, no. 3 (2018): p. 431.

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Mira Nakashima. Courtesy Chris Crisman Photography

Mira Nakashima is a designer and woodworker at George Nakashima Woodworking in New Hope, Pennsylvania.

10.Mariela V. Campuzano, "Force and Inertia: A Systematic Review of Women's Leadership in Male-Dominated Organizational Cultures in the United States," *Human Resource Development Review* (2019): p. 6.

11.Lauren P. Daley, Dnika J. Travis, and Emily S. Shaffer, *Sexual Harassment in the Workplace: How Companies Can Prepare, Prevent, Respond, and Transform*

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Their Culture (Catalyst, 2018).

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- 13. The Women's Initiative, Center for American Progress, "Gender Matters" (August 6, 2018).
- 14. Kim Parker, "Women in Majority-Male Workplaces Report Higher Rates of Gender Discrimination," *Pew Research Center Fact Tank*, March 7, 2018.

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Kris Alvarez. Courtesy Chris Crisman Photography

Kris Alvarez is a senior geologist at Round Mountain Gold Mine in Nevada.

15. Brooke E. Dresden, Alexander Y. Dresden, Robert D. Ridge, and Niwako Yamawaki, "No Girls Allowed: Women in Male-Dominated Majors Experience Increased Gender Harassment and Bias," *Psychological Reports*, vol. 121 (September 2017).

16. American Association of University Women, *The Simple Truth About the Gender Pay Gap: Fall 2019 Update* (2019).

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Jordan Ainsworth. Courtesy Chris Crisman Photography

Jordan Ainsworth is a mill operator at Round Mountain Gold Mine in Round Mountain, Nevada.

19. Anne Hegewisch and Adiam Tesfaselassie, *Fact Sheet: The Gender Wage Gap by Occupation 2018 and by Race and Ethnicity* (Institute for Women's Policy Research, April 2, 2019).

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Women are still underrepresented in construction work. Bebeto Matthews/AP

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