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Gender Diversity and Generational Gaps: Two Hurdles Worth One Giant Leap

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- 1) Presentation Title: **Gender Diversity and Generational Gaps: Two Hurdles Worth One Giant Leap**
- 2) Presenter: Ms. Renee' Marine, Program Director and Assistant Professor, Mass Communications, Visual and Performing Arts, Delaware State University. Prior to Delaware State University, she worked in the television industry for more than 23 years, 20 of those years were in a management role. She has prior teaching experience while a G.T.A. at New York University and was invited to instruct and help set up a television studio at Rostov State University, Rostov, Russia. Ms. Marine is currently working on her doctorate in Higher Education Leadership.
- 3) Disciplines: Educational Leadership
- 4) Presentation Theme – Issues and trends in higher educations and/or working with faculty and administration
- 5) Presentation Type – Best Practice Presentation
- 6) Abstract – Presenter and participants will explore the gender and generational similarities and differences that exist today both in the classroom and departmentally. Emerging strategies and best practices will be shared and discussed.
- 7) Keywords – Leadership, Gender Diversity, Generational Gaps, Department culture
- 8) Session Description: (386 Words)

“A great way to get people to work together across the generations is to provide them with an opportunity to educate each other about each generation’s own history, characteristics, milestone events, culture, language, and norms. Rather than talking at your people, have representatives from each age-based generation put together programming to educate people and facilitate dialogue” (Drynan, 2011, p. 15).

When it comes to determining the role women play when it comes to leadership in higher education, one must look at women’s role in leadership overall. As discussed in the introduction, women, throughout history, have been fighting to grab ahold of any rung of the leadership ladder. Northouse discussed how women in leadership are no longer trying to break the glass ceiling but rather are fighting their way through a labyrinth (Northouse, 2016, pp. 398-399). That labyrinth is one full of many twist, turns and dead ends, but it also one some women are willing to journey through. Northouse says women are seen as somewhat effective in education, government and social service and substantially effective in roles of middle management

(Northouse, 2016). According to Northouse (2016), women don't promote themselves for leadership roles, it's more difficult for women to emerge as leaders and women are less likely to ask for what they want, ie: a raise. But even then, the level of that difficulty can differ between generations. According to Lydia Dishman (2015), a writer for fastcompany.com, there is stark difference in how Baby Boomers and Generation Xers define diversity and how Gen Y and Zers define it. "Millennials view diversity as the blending of different backgrounds, experiences, and perspectives within a team, which is known as cognitive diversity" (Dishman, 2015, p. 2). Baby Boomers and Generation Xers "view diversity as a representation of fairness and protection to all, regardless of gender, race, religion, ethnicity, or sexual orientation" (Dishman, 2015, p. 3). For this seminar, research will be shared and will lead to an open discussion with other leaders as to what they see or have experienced as leadership challenges. The goal is to inform, share and collaborate on best practices both in the classroom and departmentally given the research knowledge shared in this seminar.

Dishman, L. (15 May 2015). Millennials Have a Different Definition of Diversity and Inclusion. *The New Rules of Work*.

Drynan, L. (July 2011). *Communication Clash: Gender and Generational Effects on Communication in the Workplace*.

Northouse, P.G. (2016). *Leadership Theory and Practice* (7th ed.). Thousand Oaks, CA: Sage Publishing. pp. 397 – 410.