

Redefining Cinderella
Challenging Role Expectations and Stereotypes
October 14, 2011



The Advisory Committee on Women proudly hosted a thought provoking symposium entitled “Redefining Cinderella Challenging Role Expectations and Stereotypes.” The symposium was sponsored by the committee, in partnership with the County College of Morris, Valley National Bank, Beacon Trust-a subsidiary of the Provident Bank, Alphagraphics and the United Way of Morris County.

The goal of the event was to examine prevalent gender role stereotypes and expectations, allowing the audience to redefine the conventional concept of the “happily ever after” myth.

Speakers at the event presented a stunning description of how gender role stereotypes remain strong and how these expectations are being reinforced in today’s society. The Symposium Panel formed by prominent and successful women in New Jersey depicted the ambiguity of this conundrum serving as the avenue to challenge the status quo. The symposium was held on Friday, October 14, 2011 from 9:30 a.m. to 3:00 p.m. in the Student Center at County College of Morris in Randolph, New Jersey.

The objective of the symposium was to assist women in identifying unconscious limitations imposed by tradition and/or insecure role expectations and to empower them to break the stereotypical expectations on gender roles. The symposium was successful in connecting the topic to the audiences’ personal perceptions and beliefs about gender expectations. The focus was in encouraging the audience, and the women in their lives, to put aside gender role limitations that are created by forces outside their own capabilities and potential; to find ways to allow women to feel free and safe exploring their own “happily ever after.”

The focus was placed in the internal aspects of the stereotype idea of gender roles and how women do not have to give up who they are to become independent and successful. The symposium challenged the idea that to become proactive in breaking fixed gender expectations women must give up their “feminine” essence and adapt a more “masculine” tone to their view of success. To represent this concept, the Advisory Committee on Women reached out to high school artist, Amanda Vazquez. Amanda gave a “gender role” twist on the image of Cinderella running out of the ball and losing her infamous glass slipper. *Cinderella could still attend the ball wearing her notorious glass slippers after she wins “that” case in court!* The Advisory Committee graciously agreed to wear princess tiaras the day of the event to make this point more prominent.

Symposium participants heard from powerful sources including Linda Houser, PhD – Assistant Professor at Widener University’s Center for Social Work Education and policy practitioner in the area of gender employment and caregiving, Virginia Lyttle – Author on the NJ Women’s Writers Project and former President of NJ Division of the American Association of University Women (AAUW-NJ, Florence Block, Executive Director of the New Jersey Chapter of the US Green Building Council, Bernadette M. Mueller, Executive Vice President for Valley National Bank, Judy Woop, owner of JW Consultants, professor of Nursing Education at Caldwell College, and Butler Councilwoman, and more.

The project committee comprised of Sibi Sáenz-Williams, Edith Frank, Carol Harper, Dianne Hartshorn, Virginia Lyttle, Elaine Muller and Maryellen Wentz. The Redefining Cinderella Symposium was free to the Morris County community with breakfast and lunch generously provided by Valley National Bank, Beacon Trust & United Way of Morris County.

Presentations included:

Linda Houser, PhD – Assistant Professor at Widener University’s Center for Social Work, the keynote speaker, presented an overview on traditional gender roles stereotypes and how “choice,” having a “voice” and the “legacies” left for future generations play an important role in shattering gender role stereotypes and ultimately eliminate the limitations presented by fixed gender role expectations..

Virginia Lyttle – Former President of NJ Division of the American Association of University Women and member of the Morris County Advisory Committee on Women presented *Why So Few? Women in Science*,

Technology, Engineering, and Mathematics. An in-depth yet accessible profile of eight key research findings that point to environmental and social barriers – including stereotypes, gender bias and the climate of science and engineering departments in colleges and universities – that continue to block women’s participation and progress in science, technology, engineering, and math. The report also includes up to date statistics on girls' and women's achievement and participation in these areas and offers new ideas for what each of us can do to more fully open scientific and engineering fields to girls and women.

Florence Block, Executive Director of the New Jersey Chapter of the US Green Building Council, Bernadette M. Mueller, Executive Vice President for Valley National Bank, Judy Woop, owner of JW Consultants, professor of Nursing Education at Caldwell College, and Butler Councilwoman participated in the panel discussion portion of the program; Edith Frank, member of the Advisory Committee in Women, served as panel moderator. The panelist answered questions posed by the Committee’s moderator. They shared their personal experiences and provided their views on the subject.

The questions presented were as followed:

1. What were the obstacles you encountered in pursuing your interests?
2. How were you able to overcome bias to achieve your goals?
3. What advice would you give a woman that has just decided to pursue her own “happily ever after”?
4. What would you do to change female gender stereotyping?
5. What should women do to change gender role stereotyping?

The audience was able to participate in the panel discussion by asking questions and seeking clarification. Attendees were engaged in the discussion and demonstrated their interest by providing their point of view and sharing their own experiences regarding the theme. Panelist readily answered questions and clarified their points when needed.

A total of 80 attendees participated. Materials were provided that included:

- Event program providing speakers’ bios and an inspirational poem.
- A 1965 “*The Good’s Wife Guide*” Housekeeping Monthly article as an icebreaker
- Redefining Cinderella Bookmark with non-stereotypical quotes by Disney Princesses.

Lunch time provided the opportunity to conduct an open forum discussion at each table. Each discussion was led by a Women's Advisory Board member and was initiated by addressing general questions on the topic introduced to facilitate conversation.

Symposium attendees were encouraged to write a note to themselves the day of the symposium. Attendees wrote a personal commitment they wanted to make to themselves to either, change their own gender role stereotype beliefs, or serve as an advocate to assist others in breaking gender role stereotypes and expectations. The audience was asked to seal their notes on a self-addressed envelope that would be mailed at the beginning of 2012. The arrival of the note would serve as a reminder of their thoughts and perceptions brought about by the symposium and hopefully would recharge their commitment and desire to make a personal changes in relation to the topic discussed. Letters were mailed 1/27/2012.

The audience was asked to complete evaluations of the event. There were 47 responses to the evaluation surveys that were distributed. Forty of the responses gave the highest rating (5) to both of the questions dealing with the clarity of presentation and the value of the information. All forty respondents would recommend the program.

The written comments:

"Do this program again, but expressly encourage invitees to bring their teen boys and girls." "Well educated speaker." "Shared ideas and information is always empowering. Learned a lot." "In between speakers pick numbers and change tables again." "Might have wrapped up a bit earlier." "Excellent---do more here and throughout NJ." "Ask the audience to write questions for the panel to answer." "Sometimes women are hesitant to speak out in public and many points may be missed." "Excellent program ---include Latinas and other people of color in your program." "Wonderful." "Make an annual event." "Would be great to do with high school and college age young women." "The panel was the best part. It was great to get valuable advice from such successful women." "This program needs to be ongoing." "The idea of each person bringing someone else with them for the next event is a good one. Also it should be presented to the college students as part of their programs." "Make it every year." "This program should be a jumping point to develop a program for high school girls another for college age girls. A team can travel from school to school." "Topics for next year---violence against women/men & human trafficking." "The symposium was truly

inspiring and thought-provoking keynote address---excellent presentation, clear, flowing, accurate and inspiring.” “It gave me confidence---empowerment. Keep up the good work.” “Make it available to high schools or to immigrant groups.” “Take this program to community groups, Kiwanis, Rotary, women’s groups.” “Please try to develop this into a school program that educates boys and girls.” “Very good speakers.” “You should bring this conversation to schools and parents PTA’s. Great ideas.”

The remainder responders; three rated the clarity a 5 but the value of the information at a 4. One rated both clarity and value at 4 and another rated the clarity at 4 and the value at 5 the last rated the clarity at 4 and the value at 3. All but one of these responders would recommend this program.

Their comments were:

“I really enjoyed the panel forum to hear different opinions and responses.” “Perhaps a woman of diversity on the panel.” Should have a Q & A after each morning speaker.” “Providing information about agencies or ways to make a difference, websites, support groups, etc.” “Thought provoking and empowering.” “It is easy to fall into stereotypes, but this forum and sense of community makes a large difference.”

The Advisory Committee on Women appreciates the assistance of the County College of Morris Women’s Center, Valley National Bank, Beacon Trust, Alphagraphics in Parsippany, United Way of Morris County and the Morris County Board of Chosen Freeholders for providing support and technical assistance for this program.

"Someday my prince will come" "But we've met before; once upon a dream." "And they lived happily ever

REDEFINING CINDERELLA

Challenging Gender Role Expectations and Stereotypes



... then what?

Together we can find ways to empower women to choose their own happy ending by exploring what is possible if they knew they couldn't fail.

October 14, 2011

9:30 a.m. to 3:00 p.m.

County College of Morris

214 Center Grove Road, Randolph, NJ 07869

Distinguished Speakers

Keynote: Linda Houser, PhD, Professor at Widener University's Center for Social work Education and a policy practitioner in the area of Gender Disparity

Virginia Lyttle, Author on the NJ Women's Writers Project and past New Jersey State President of AAUW

Florence Block, Executive Director of the NJ Chapter of the US Green Building Council

Bernadette M. Mueller, Executive Vice President for Valley National Bank

Judy Woop, owner of JW Consultants, professor of Nursing Education at Caldwell College, and Butler Councilwoman

This is a FREE event. Seating is limited so advanced registration is required.

DEADLINE: October 10th

Please RSVP to Liz Kisatsky at:

LKisatsky@co.morris.nj.us or by calling 973-285-6881

Lunch will be provided

This symposium is proudly hosted by



MORRIS COUNTY BOARD OF CHOSEN FREEHOLDERS'
ADVISORY COMMITTEE ON WOMEN

Thank you to County College of Morris, Valley National Bank, Provident Bank and The Board of Chosen Freeholders

"Someday my prince will come" "But we've met before; once upon a dream." "And they lived happily ever

"And they lived happily ever after" "Someday my prince will come" "But they say if you dream a thing more than once, it's sure to come true."

"But they say if you dream a thing more than once, it's sure to come true." "And they lived happily ever after" "Someday my prince will come"

Redefining Cinderella Symposium Program:

- 9:30 am Coffee and Registration**
- 10:00 am Opening remarks by Edith Frank**
Welcome remarks by
➤ **Hon. Ann F. Grossi**
 Morris County Board of Chosen Freeholders
➤ **Elaine Johnson–Chair Board of Trustees, County College**
 of Morris
- 10:30 am Keynote Address**
 Linda Houser, PhD
- 11:15 am Presentation**
 Why so Few? – Virginia Lyttle
- Noon Lunch and Discussion**
- 1:00 pm Panel Introductions**
➤ **Florence Block**
➤ **Bernadette Mueller**
➤ **Judy Woop**
- 1:15 pm Panel Forum – Edith Frank moderator**
- 2:20 pm Q&A**
- 2:40 pm Summary – Michelle Roers**
- 2:50 pm Closing Remarks – Sibi Sáenz-Williams**



MORRIS COUNTY
BOARD OF CHOSEN FREEHOLDERS*
ADVISORY COMMITTEE ON WOMEN

REDEFINING CINDERELLA

Challenging Gender Role Expectations and Stereotypes

Today's date:
October 14, 2011
56 years ago

Housekeeping Monthly 13 May 1955



Advertising Archives

Housekeeping Monthly 13 May 1955

The good wife's guide

- Have dinner ready. Plan ahead, even the night before, to have a delicious meal ready, on time for his return. This is a way of letting him know that you have been thinking about him and are concerned about his needs. Most men are hungry when they come home and the prospect of a good meal (especially his favorite dish) is part of the warm welcome needed.
- Prepare yourself. Take 15 minutes to rest so you'll be refreshed when he arrives. Touch up your make-up, put a ribbon in your hair and be fresh-looking. He has just been with a lot of work-weary people.
- Be a little gay and a little more interesting for him. His boring day may need a lift and one of your duties is to provide it.
- Clear away the clutter. Make one last trip through the main part of the house just before your husband arrives.

- Gather up schoolbooks, toys, paper etc and then run a dustcloth over the tables.
- Over the cooler months of the year you should prepare and light a fire for him to unwind by. Your husband will feel he has reached a haven of rest and order, and it will give you a lift too. After all, catering for his comfort will provide you with immense personal satisfaction.
- Prepare the children. Take a few minutes to wash the children's hands and faces (if they are small), comb their hair and, if necessary, change their clothes. They are little treasures and he would like to see them playing the part. Minimise all noise. At the time of his arrival, eliminate all noise of the washer, dryer or vacuum. Try to encourage the children to be quiet.
- Be happy to see him.
- Greet him with a warm smile and show sincerity in your desire to please him.
- Listen to him. You may have a dozen important things to tell him, but the moment of his arrival is not the time. Let him talk first – remember, his topics of conversation are more important than yours.
- Make the evening his. Never complain if he comes home late or goes out to dinner, or other places of entertainment without you. Instead, try to understand his world of strain and pressure and his very real need to be at home and relax.
- Your goal: Try to make sure your home is a place of peace, order and tranquility where your husband can renew himself in body and spirit.
- Don't greet him with complaints and problems.
- Don't complain if he's late home for dinner or even if he stays out all night. Count this as minor compared to what he might have gone through that day.
- Make him comfortable. Have him lean back in a comfortable chair or have him lie down in the bedroom. Have a cool or warm drink ready for him.
- Arrange his pillow and offer to take off his shoes. Speak in a low, soothing and pleasant voice.
- Don't ask him questions about his actions or question his judgment or integrity. Remember, he is the master of the house and as such will always exercise his will with fairness and truthfulness. You have no right to question him.
- A good wife always knows her place.



- Who were your childhood role models; male and female? Why?
- What kind of things/comments in regards to your gender did you hear while growing up?
- How do women perpetuate gender stereotyping?
- What would you have done differently if you knew you couldn't fail?

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2011 Symposium Shots: Redefining Cinderella



Hon. Ann F. Grossi
Morris County Board of Chosen Freeholders



Elaine Johnson—Chair Board of Trustees
County College of Morris



Margaret Nordstrom



2011 Advisory Committee on Women



Keynote Speaker, Linda Houser, PhD – Assistant Professor at Widener University's Center for Social Work Education

Redefining Cinderella Panel Members



Judy Woop, owner of JW Consultants, professor of Nursing Education at Caldwell College, and Butler Councilwoman; Bernadette M. Mueller, Executive Vice President for Valley National Bank; Florence Block, Executive Director of the New Jersey Chapter of the US Green Building Council.



Bernadette M. Mueller, Executive Vice President for Valley National Bank answering a panel question.



Attendees listen intently to speakers at the 2011 Symposium

The Symposium's activity over lunch brought about discussion.



2011 Redefining Cinderella Attendees

