

Good afternoon,

We are Master of Social Work students from Adelphi School of Social Work. We are Helena Roth, Shona Joseph, Natalia Mrzyglod, Lizhen Zou, Stella Erike and Alias Villatoro and the intent of our email is to bring awareness to our social project assignment, as we aim to bring light to the ongoing issue of Gender Justice and Work Equality. We aim to find key ways where we can promote Gender Equality as well as bringing awareness to a topic that means dear to us future social workers. Our social action project is important to us because as future social workers we strive for social justice and want to make a positive difference in our community. One of the best ways to inspire change is to confront decision makers in a planned action, which we are doing by utilizing social media as a tool and gathering research on Gender Justice and Work Equality and by writing this letter. Our goal is to raise awareness on the topic of Gender inequality in the workplace and inspire change.

Gender Equality in the Workplace takes many forms. To address the realm of the issue we decided to send out a survey to peers and family to highlight and discuss the importance of the issue by taking a look at its effects through the lens of social media. Media today has a large influence on our perceptions and the way we tend to perpetuate gender inequality. It also has the power to change our beliefs, attitudes and behaviors. Thus social norms have a way of targeting different topics through mass media communication. The unrestricted flow of information that social media provides to anyone online empowers them to grow their knowledge and perspective. By looking at our findings we are better able to identify the various viewpoints that arise within the topic of discussion. Our survey is composed of two short questions. In the first question, we ask participants about gender based and work equality. Participants were offered the opportunity to write down hashtags that appeared in their mind when reflecting on the topic of

gender inequality in the workplace. The second question was about closing the gap of gender inequality in the workplace and reflecting on ways that we can bring awareness to this issue. After sending out our survey and reflecting upon our findings we saw that some of the common hashtags were that individuals thought of when thinking about gender justice were #equality #equalpay #inclusive #shrinkthewagegap. We noticed that many individuals that participated in our survey had many common viewpoints that targeted how workplace discrimination negatively affects our society and ideas that can help us bring rise to this issue. There are multiple forms of gender inequalities present at work, which has made it an hostile environment for some. Wage inequality among women is one example of how workplace discrimination negatively impacts their opportunities. According to Ziman (2014), “ In 1970, 76.2 percent of men over the age of 16 were employed. That number dropped to 71.9 percent in 2000. This percentage experienced a dramatic drop throughout the first decade of the new millennium, coming in at 63.7 percent in 2010.” By looking at this data we can see how women have been treated unequally thus affecting their lives and bringing rise to the issue of gender inequality. For example, according to Hicks(2015),social work is often seen as a female dominated profession rather than male. Because there are more women in the field and the numbers are higher than men, one may argue that women hold more power. However this isn't entirely true and one may argue that men hold more power although there are fewer individuals in the field.

Social media allows for societal social growth and can be used to reinforce and assist specific goals using one or more social media networks. It allows us to focus on the actions and steps required to achieve a goal within a fixed time. Social media is also used to get reactions and action from a targeted audience. Information and news can be easily accessed using social media. Social media is a magnificent device for creating awareness about any social cause.

Social media has a high influence on gender imbalances. For instance, research shows that almost twenty percent more posts are about males rather than females, indicating societies gender preferences (Broderick et al, 2019). Social media has a way of highlighting these gender imbalances, portraying different messages and attention to biases that are presented within society. When looking back on our data we can see that many individuals used hashtags such as #equality. As social workers, ensuring equality and advocating for individuals regardless of characteristics such as age,sex, gender or beliefs is an important factor.

In concluding our thoughts, social justice reform in gender equality in the workplace is a big social problem that affects all communities. Our goal is to raise awareness on the topic through surveying our community, joining in discussions, creating social media campaigns on the topic, and sending a letter to gain leaders' attention. In addition, it would be beneficial to dismantle gender barriers for all employees to allow everyone to receive equal pay to support themselves and their loved ones. The status of the nation's mental health will also increase dramatically if there are no biases or hostility on gender roles in the workplace through mutual respect and professionalism. We believe that the work of social justice is never complete and that if we work together and acknowledge that this inequality exists, we can make progress towards closing the gender inequality gap in the workplace in hopes of it being eradicated.

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