



Emerald M. Archer, PhD Researcher, Advocate and Leader

Speaker Topics

- Gender equity and parity
- Women's health
- Women's leadership
- Women's access to career opportunities
- Stereotype threat
- Civic design
- Underserved & under-resourced communities
- Cultural shifts
- Women's representation in non-traditional and emerging sectors (e.g., military and STEM)

Recent Speaking Events

- Hulu
- WorkHuman
- The EmpowHERment Project
- The California Federation of Women's Clubs Convention
- West Hollywood Women's Leadership Conference
- Southern California Edison
- Army Corps of Engineers

Promoting gender equity through research, advocacy and leadership development.

EMERALD ARCHER, PhD, is the inaugural director of the Center for the Advancement of Women at Mount Saint Mary's University, which serves as a hub for research, advocacy and leadership development. The Center promotes gender equity to make a positive difference in the lives of women and girls in California and throughout the nation.

Prior to joining Mount Saint Mary's, Dr. Archer served as the associate dean of the College of Liberal Arts and as a faculty member in the Politics & History department at Woodbury University. She has dedicated her research to gender equity, stereotype threat, and women's representation in non-traditional sectors.

Dr. Archer has published nine peer-reviewed articles in national journals and has written a book titled, *Women, Warfare and Representation: American Servicewomen in the Twentieth Century*. The book is an interdisciplinary history that explores how the American servicewoman is represented in society and how those representations direct her progress and performance in the military. In addition to being a seasoned and engaging presenter and keynote speaker, Dr. Archer is also a contributing expert to media outlets:



TO BOOK
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*"...Can't miss speaker on diversity, inclusion and belonging."
— Workhuman 2018*

Each of Dr. Archer's talks and interviews are tailored to your audience so they may benefit from her expertise and research.

DR. ARCHER has the unique ability to break down scholarly social science research for a general audience so listeners can bring actionable change to their workplaces.

Originally, a political science professor, she is attuned to the barriers women face in the workplace and how the intersections of gender, class, race and sexuality can impact salary, health, resilience and the propensity to lead.

Signature Talks

THE GENDER WAGE GAP

Implicit Bias in the Workplace and the Process of Cumulative Disadvantage

Gendered stereotypes and representations impact our daily lives, and the workplace is no exception. Implicit bias—an error in decision-making—is one major reason women are not flooding the C-suite. Learn the fundamentals of implicit bias and how it works in industry, along with the points at which implicit bias can creep in as you attempt to climb to the top. Once you understand the path of cumulative disadvantage, you will be able to use strategies to combat misperceptions and implicit bias.

Attendees will leave with:

1. Knowledge of the most up-to-date data on gender equity in the workplace
2. An understanding of how implicit bias is mechanized
3. A greater comprehension of the ways in which implicit bias impacts our careers over a lifetime
4. Strategies for advocating for yourself and others to avoid gendered evaluations

THE FORCES SHAPING WOMEN'S LIVES

The Report on Status of Women and Girls in California™ and Your Community

The color of our skin or the communities we are born into are accidental, but the trajectory that these markers have on our lives are profound. Being food secure, living in a safe neighborhood, and access to quality schools and a college degree are elements of our life that impact our wellbeing and earning potential. Pulling from the Center's annual Report, you will hear the latest data on the challenges and opportunities faced by women and girls. Education, earnings, leadership, and physical and mental health are just a few of the areas we cover through this comprehensive talk. The insights gained from this presentation will provide effective tools to advocate for yourself and others in your community and workplace.

Attendees will leave with:

1. The latest data from the *Report on the Status of Women and Girls in California™*
2. An understanding of how our Report data compares with the status of women and girls in your community
3. Knowledge of the root causes of gender inequities
4. Approaches for advocating for yourself and others when you confront advancement obstacles

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Signature Talks (CON'T)

LEADING IN THE BOYS CLUB

Learning from Female Marines and Fighter Pilots about Resilient Leadership

Be it the classroom, a boardroom, a nonprofit or an elected office, or the battlefield, resiliency is an essential skill for leadership. Military women are leading the way in shifting culture in the workplace. Some of the most-high stress, high-stakes work is taken on by the United States Armed Forces. How can you learn from their resilience and leadership? Based on ten years of interviewing female marines, airmen, sailors and soldiers, I'll share the lessons learned, the methods used to rise through the ranks, and the advice they give to young women coming up the pipeline.

Attendees will leave with:

1. The latest data on women in the workplace
2. An understanding of how dynamics like Stereotype Threat works to keep women underrepresented in different industries
3. Strategies for navigating a male-dominated workplace
4. Actionable tools for changing the workplace culture to serve a more diverse workforce

THE F WORD

Feminist Activism and Leadership in the 21st Century

Feminism is one of the longest and most resilient social movements in modern history. A battle cry for political, social and economic equality of men and women, this presentation dives into the core tenets of the movement, the state of feminism today, and women's intersectional experience with feminism in politics, education, media, and the corporate world. In addition, we will examine how using the lens of feminism to rethink and redefine what we mean by "success," "power" and "mentorship" can revolutionize what we have defined as "effective leadership" across context and industries.

Attendees will leave with:

1. The latest data on women in the workplace
2. An understanding of feminism, the important vocabulary, the similarities and differences across communities and cultures
3. Knowledge about what a "feminist leadership" style is and how to apply it across context
4. Actionable ideas to embrace feminist leadership and shift your environment to be more equitable for everyone

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