# Audio file

[Meeting 2 11.9.22.mp4](https://michiganstate-my.sharepoint.com/personal/luriemei_msu_edu/Documents/Transcribed%20Files/Meeting%202%2011.9.22.mp4)

# Transcript

00:00:00 Speaker 2

One SEC, uh?

00:00:01 Speaker 3

I had a.

00:00:01 Speaker 3

Quick question, right?

00:00:02 Speaker 2

We're good, yeah, what's up?

00:00:05 Speaker 3

So I created that OneDrive and since we're kind of using Google Docs and just like Microsoft, do we wanna have one platform just to stay organized.

00:00:14 Speaker 4

Oh absolutely yeah.

00:00:16 Speaker 1

OK.

00:00:16 Speaker 3

Because I did create that shared folder, if you guys got an e-mail.

00:00:19 Speaker 3

Last week from it.

00:00:20 Speaker 3

Yeah, you only check.

00:00:21 Speaker 3

I said

00:00:21 Speaker 4

Right now I totally blanked about that.

00:00:23 Speaker 3

You know words I put like a few articles I found and then I created like the PowerPoint slides.

00:00:29 Speaker 4

Perfect.

00:00:30 Speaker 2

Yeah Speaker 3, sorry that slipped my e-mail too, but thank you for doing.

00:00:33 Speaker 3

That no, no worries.

00:00:38 Speaker 3

So I mean we can still use the doc that Speaker 4 creative, but we can always like transfer that information to like the slides of anything.

00:00:47 Speaker 4

Yeah, it also looks like I don't have access to it.

00:00:50 Speaker 4

It says it may have been moved permanently to a new web address.

00:00:53 Speaker 4

Is anyone else getting that or?

00:00:55 Speaker 4

Is it just new 404 error?

00:00:55 Speaker 2

I'm getting a 404 error.

00:00:58 Speaker 3

For the drive I created.

00:01:02 Speaker 1

OK.

00:01:02 Speaker 3

Wait, let me.

00:01:05 Speaker 3

See real quick.

00:01:12 Speaker 3

I'll put the link in the chat.

00:01:15 Speaker 3

But it should work.

00:01:15 Speaker 5

Yeah, I'm getting error too.

00:01:16 Speaker 3

Yeah it.

00:01:17 Speaker 3

Should work with the MSU e-mail, but.

00:01:20 Speaker 3

If not, I'll have to reach.

00:01:22 Speaker 5

You code.

00:01:24 Speaker 4

With yeah with the link it works

00:01:25 Speaker 3

OK, cool.

00:01:27 Speaker 4

So yeah, I can totally move that outline if we even want it.

00:01:31 Speaker 4

I think it could be like a way to compile our thoughts if we want before we put it on the presentation side, but I also don't mind putting it.

00:01:37 Speaker 4

On the presentation side.

00:01:39 Speaker 5

That works.

00:01:41 Speaker 4

So I had an idea for a topic to potentially explore and I wanted to run it by you guys.

00:01:47 Speaker 4

I don't know if you talked about it in ECON or if I heard it in another class, but since we're talking about.

00:01:56 Speaker 4

Like disparities between gender inequity and disparities, and potentially pay, I heard that maternity leave can play a big factor into that because maternity leave.

00:02:07 Speaker 4

Is almost never paid and mothers do go on maternity leave.

00:02:12 Speaker 4

Paternity leave is still kind of a work in progress for a lot of organizations, so I heard that that can contribute to it.

00:02:18 Speaker 4

Oh, I don't think it was econ. It was like maybe 813. We had a guest.

00:02:22 Speaker 4

Speaker or something?

00:02:23 Speaker 4

But what are your guys's thoughts on that?

00:02:29 Speaker 2

Yeah, I like that idea so I I think it may be just for clarity for me too.

00:02:35 Speaker 2

But for like direction when.

00:02:38 Speaker 2

When we're talking about claims, so it's like our overarching topic for gender inequality like are we going to focus on just women?

00:02:47 Speaker 2

And then you know, kind of go from different aspects like from there like maternity leave and maybe pay et cetera.

00:02:54 Speaker 2

Or were we thinking of choosing like?

00:02:57 Speaker 2

Uh, multiple hypotheses, almost like gender identities or like different groups like LGBTQIA and like how that's related to gender inequality.

00:03:06 Speaker 2

I know like the example talks about women specifically, but I guess I just kind of wanted to clear that up just for our direction.

00:03:17 Speaker 2

So I'm looking like.

00:03:18 Speaker 2

A preference, whatever we are.

00:03:20 Speaker 4

Yeah, same same.

00:03:22 Speaker 4

So she says that what she wants out of the requirements is a discussion of claims regarding the topic.

00:03:30 Speaker 4

And she wants us to cite newspaper articles, blogs, tweets, journals and then a discussion of the evidence used to justify claims.

00:03:36 Speaker 4

Because claims was plural, I just assumed she wanted us to talk about like the different avenues of what could be feeding into an equity within the workplace.

00:03:45 Speaker 4

But that's also just my interpretation.

00:03:48 Speaker 4

I don't know if there's like 1 main hypothesis.

00:03:49 Speaker 4

I took it as like.

00:03:51 Speaker 4

We explored the different potential factors, but I would really love to include like gender identity in there as well.

00:03:57 Speaker 4

What does everyone else think?

00:04:00 Speaker 2

I was kind of.

00:04:01 Speaker 2

Along the lines of you as well and so, but I just yeah, that's I guess why I wanted to ask the question.

00:04:07 Speaker 2

So however we want we think is best.

00:04:17 Speaker 2

Anyone else have any ideas or preferences or anything?

00:04:21 Speaker 3

No preference I.

00:04:22 Speaker 3

Agree with both what you guys both shared.

00:04:25 Speaker 2

Yeah, preference either.

00:04:28 Speaker 2

OK, we can figure out structure too, but I mean.

00:04:31 Speaker 2

Also, if we.

00:04:32 Speaker 2

Uh, just some like notes that I had put down for myself earlier.

00:04:35 Speaker 2

If we focus more on like the gender and equality in the workplace, like with you know females women's maternity leave was definitely.

00:04:44 Speaker 2

One like care responsibilities which might you know factor into that like gender balance and decision making say in the workplace but?

00:04:53 Speaker 2

Also at home.

00:04:54 Speaker 4

That's a good one, wow.

00:04:56 Speaker 2

Let's see, I also found some interesting ideas on like leadership representation in corporation.

00:05:03 Speaker 2

So like.

00:05:05 Speaker 2

Say, is there effects on their involvement in corporate social responsibility, like there's some older data that I was reading from, I was just kind of going on a wormhole but earlier, but there was some older data I was reading from 2010 that was talking about like organizations, especially Fortune 500 that have higher rates of leadership, like women and leadership positions.

00:05:25 Speaker 2

On average, had higher philanthropic work and donations compared to companies with no or like little female leadership.

00:05:32 Speaker 2

So I thought that was kind of interesting, but those were just some like sub ideas that I had written down myself, so we don't need to consider that at all, but no.

00:05:42 Speaker 4

I love those.

00:05:42 Speaker 4

Those were all amazing.

00:05:45 Speaker 3

I would say I'm definitely interested in like the.

00:05:48 Speaker 3

Leadership I.

00:05:49 Speaker 3

I think that would be.

00:05:51 Speaker 3

A A really interesting topic and just a good topic to present about since a lot of us are going to work for those companies.

00:06:04 Speaker 2

Absolutely, uh.

00:06:07 Speaker 2

Yeah cool OK.

00:06:08 Speaker 2

Well, we can obviously like keep figuring it out as we go along, but we have a good start.

00:06:17 Speaker 2

I I'm going to throw in the chat.

00:06:19 Speaker 2

I assume you guys might be familiar, but if you're having trouble like actually viewing the full scholarly articles and whatnot that you might find on the Internet, or like Google Scholar, uh.

00:06:30 Speaker 2

The libraries.

00:06:32 Speaker 2

This website can be super helpful in like finding those scholarly articles, and then we have like access to the full article just.

00:06:39 Speaker 2

With uh, through the schools.

00:06:40 Speaker 2

So if you're having trouble finding stuff that's a good cool, nice.

00:06:52 Speaker 4

I'm also so relieved that we're going on the later end because I think it's going to be interesting to see how other groups format it and structure it, and we can kind of like adapt to our structure from that.

00:07:03 Speaker 4

Like if we're.

00:07:03 Speaker 4

Like way off or like I don't know, like if we're exploring two or three hypotheses and they explore 5 like that can.

00:07:10 Speaker 4

Be a little.

00:07:11 Speaker 4

A good heads up to.

00:07:12 Speaker 4

Like have that in advance.

00:07:20 Speaker 2

For sure, I kind of agree that in this sense it beats not going first necessarily.

00:07:30 Speaker 3

Yeah, I think.

00:07:30 Speaker 3

The first group was going like.

00:07:32 Speaker 3

In two weeks.

00:07:35 Speaker 4

Yeah yeah, which is crazy already.

00:07:38 Speaker 3

I know oh wow.

00:07:39 Speaker 2

Yeah, so like right after our midterm goodness.

00:07:43 Speaker 3

Well, that's good that we can like see what they're doing, at least to.

00:07:45 Speaker 3

Get maybe ideas.

00:07:46 Speaker 3

On what to edit on ours.

00:07:50 Speaker 5

Umm, does anybody else have any more like ideas for topics that we could cover like?

00:07:58 Speaker 5

I know we were. We said we would start off with three, but is there any other ones that anyone's interested in?

00:08:14 Speaker 3

I would say another topic that I'm interested in is like and Speaker 2 you kind of talked about this but like care like.

00:08:24 Speaker 3

What happens, and I'm sure I don't really know.

00:08:27 Speaker 3

I didn't do a lot of research and it to be honest, it's.

00:08:29 Speaker 3

Just like an interest.

00:08:32 Speaker 3

Like what happens when there is daycare available, like?

00:08:36 Speaker 3

In in any.

00:08:37 Speaker 3

Setting really like, not necessarily just Fortune 500. Like what about hospitals? Like? What kind of doors does that open up for women in general to take on more job responsibilities like that type deal?

00:08:51 Speaker 2

That's great, yeah, definitely love that idea.

00:09:05 Speaker 2

OK, so our kind of our top three right now maternity leave, care responsibilities and leadership.

00:09:14 Speaker 2

Or am I forgetting?

00:09:16

That's what I got.

00:09:17 Speaker 4

So I thought, yeah, I think.

00:09:18 Speaker 4

Those are awesome.

00:09:19 Speaker 4

And then if we did want to add an additional.

00:09:21 Speaker 4

One about gender identity.

00:09:23 Speaker 4

If we like see fit, that would be awesome.

00:09:26 Speaker 4

I also think trying to find like data and evidence.

00:09:30 Speaker 4

Is also like really important?

00:09:32 Speaker 4

Because that's a whole section, so it could be interesting to explore, like how much research has has been done about that, because that's.

00:09:37 Speaker 4

Kind of a newer issue.

00:09:49 Speaker 2

I kind of have an interest too in work.

00:09:51 Speaker 2

Life balance, especially if I if there's like recent, more recent data on it.

00:09:58 Speaker 2

Maybe not necessarily like.

00:10:00 Speaker 2

From after 2020, but maybe just before, just with the growing levels of women in the workforce and the changing ways of like.

00:10:10 Speaker 2

Childcare and and things like that.

00:10:14 Speaker 2

You know that was.

00:10:14 Speaker 2

An area I was kind of curious about.

00:10:17 Speaker 4

That's really interesting, and I wonder if there's.

00:10:19 Speaker 4

Anything about work life balance and also.

00:10:22 Speaker 4

Like virtual or like working from home.

00:10:25 Speaker 4

I've heard that while that intention is to be able to make it more flexible that it actually kind of eliminates that barrier between work and home, so I wonder if there's anything on there.

00:10:36 Speaker 4

I did a couple of case studies.

00:10:37 Speaker 4

And it was like my last year in undergrad and it was like really fascinating because the data suggested that like the outcome was the complete opposite of what the intent from the employer was.

00:10:48 Speaker 4

Like there was just almost like an elevated sense of stress because you have to watch out for your kids, but you also have to be working consistently like there's not even that separation.

00:10:58 Speaker 4

So that was really interesting to see a little bit too.

00:11:01 Speaker 2

No, absolutely like thanks for elaborating on that, because definitely just that you know crossover between especially like working moms that are remote right, with maybe young kiddos.

00:11:12 Speaker 2

Or who are caretakers you know for helping family members?

00:11:15 Speaker 2

Yeah, that I couldn't imagine being in that that space as a full time parent.

00:11:34 Speaker 5

So for the project we're supposed to do like 15 to 20 minutes like presenting, right?

00:11:42 Speaker 5

OK, I just wanted to double check that.

00:11:54 Speaker 4

I think now that like we've got the topics that we want to explore, let's see how many we have.

00:11:58 Speaker 4

12345 So yeah, perfect. There's five topics that.

00:12:01 Speaker 4

We like want.

00:12:01 Speaker 4

To explore the next step is like looking into the research, seeing how much.

00:12:08 Speaker 4

We can find.

00:12:09 Speaker 4

About each topic and then maybe from there.

00:12:12 Speaker 4

Like each of us can take one, go out, do some research on the gather some main points, come back and then maybe we can kind of like weed out a couple.

00:12:19 Speaker 4

Or if we want to keep all five then that is perfect too.

00:12:22 Speaker 4

What what are everyone's thoughts?

00:12:28 Speaker 2

Yeah, I think that's a good idea we have on the Charter, like a tentative regroup date of next Wednesday.

00:12:35 Speaker 2

I believe it.

00:12:35 Speaker 2

Is 1114.

00:12:38 Speaker 2

Or maybe that's.

00:12:40 Speaker 2

Monday Oh my gosh I don't.

00:12:42 Speaker 4

Have the calendar either works for me.

00:12:46 Speaker 2

Yeah, well, I know we have 11/14, but that's also like the midterm and everything, so do you all wanna do November 16th again and we can? I guess we don't have to like decide that now but.

00:12:57 Speaker 2

Like until then, yeah, I like your idea that like researching topics and then maybe as we go along I I don't know.

00:13:07 Speaker 2

I guess we don't really have to necessarily put together like slide slides.

00:13:10 Speaker 2

Yeah, unless.

00:13:12 Speaker 2

You feel like we want to.

00:13:13 Speaker 2

We could definitely do that after our next regroup.

00:13:16 Speaker 3

Personally, I feel like it will be a little bit more helpful if we are able to identify a topic so that one of us could like go individually.

00:13:26 Speaker 3

And if you guys are looking to like get across like research then maybe.

00:13:29 Speaker 3

Do you like?

00:13:30 Speaker 3

Yeah, if you guys are thinking more of that then we could like take one topic this week and research it and then the following week week we can take like a different topic.

00:13:41 Speaker 3

Like not an entirely different time, like someone that someone else researched the first week.

00:13:45 Speaker 3

I don't know if I'm making.

00:13:46 Speaker 3

Any sense but.

00:13:47 Speaker 4

Like sense, I just feel like it.

00:13:49 Speaker 3

Would be more.

00:13:50 Speaker 3

Helpful then all of us like superficially, diving into all of the topics.

00:13:56 Speaker 4

Yeah, I agree and.

00:13:57 Speaker 4

It adds so much more like so much more data and so many more sources.

00:14:01 Speaker 4

If we if, let's say we pick on like what was the.

00:14:05 Speaker 4

Decision making is that what like leadership and decision making we can all go out and see what we can find and come back and see.

00:14:11 Speaker 4

Like if there's any intersectionality.

00:14:13 Speaker 4

If there are any contradictions how that correlates with, like the economics of the HR and like talk about that.

00:14:19 Speaker 4

And then honestly, if we do that next weekend, I wonder if we can even like or next week we can crank through the slides.

00:14:25 Speaker 4

For that, and like have that out of the way, and then the next week, do the new topic.

00:14:30 Speaker 3

Yeah, that worked like that.

00:14:37 Speaker 3

So I guess like.

00:14:37 Speaker 2

Yeah, we.

00:14:37 Speaker 3

Since we mentioned leadership, we should just start off this week like this next week looking at different articles for that and topic.

00:14:46 Speaker 3

Or like yeah?

00:14:47 Speaker 4

Yeah, any topic.

00:14:48 Speaker 4

Does anyone have a preference?

00:14:51 Speaker 3

I mean, the leadership one seemed interesting, so I'm down to just.

00:14:53 Speaker 3

We can start on that one.

00:14:56 Speaker 4

Yeah, that sounds awesome.

00:14:59 Speaker 3

OK.

00:15:04 Speaker 2

OK, that's great.

00:15:05 Speaker 2

Awesome, I just added that to our charter and then.

00:15:12 Speaker 4

And I uploaded that like outline notes sheet if we even want to use it to that shared OneDrive.

00:15:19 Speaker 4

So it should be on there if anyone wants to use that to like jot down notes or.

00:15:23 Speaker 4

Jot down their findings.

00:15:25 Speaker 3

Perfect and then you can just put like whatever article you find in it too.

00:15:30 Speaker 3

Like I found a few.

00:15:31 Speaker 3

They aren't necessarily like focused on like leadership or.

00:15:33 Speaker 3

Like maternity leave.

00:15:35 Speaker 3

It's just like general information, like why there is gender inequality and stuff.

00:15:43 Speaker 4

How did you?

00:15:44 Speaker 4

Upload that was it like a PDF or is.

00:15:46 Speaker 4

It just.

00:15:48 Speaker 3

Yeah, I downloaded PDFs of the articles.

00:15:51 Speaker 3

OK, awesome.

00:16:03 Speaker 4

Is there anything else that we want to?

00:16:07 Speaker 4

Talk about get out of the way.

00:16:09 Speaker 4

Anything like that.

00:16:10 Speaker 4

One of the quick kind of questions I have and we don't have to address this now.

00:16:14 Speaker 4

Is she wants us to talk about how this relates to the economics of HR.

00:16:19 Speaker 4

So if we can kind of just start like brainstorming on how we want to.

00:16:24 Speaker 4

And incorporate that into the content that.

00:16:26 Speaker 4

We've been learning.

00:16:27 Speaker 4

I think that would be.

00:16:28 Speaker 4

I definitely want to be strategic with it, because I think that.

00:16:32 Speaker 4

That's probably the most important part, like relating the whole project to like why we're even doing in the 1st place, but does anyone have any ideas from like the get go?

00:16:50 Speaker 3

Not immediately off the top.

00:16:52 Speaker 3

Of my head.

00:16:52 Speaker 4

But I know I've kind of been trying to think about it too.

00:16:55 Speaker 4

I can't, we can honestly like even like research like how does disparities between gender and gender identity in the workplace workplace affect the economics of like labor, supply or supply and demand and like kind of?

00:17:09 Speaker 4

Look into that a little bit too.

00:17:15 Speaker 2

Yeah, absolutely perfect.

00:17:18 Speaker 4

All right awesome, so anything else anyone wants to talk about.

00:17:22 Speaker 4

Get off their heart or anything.

00:17:30 Speaker 2

No, I think I'm good.

00:17:32 Speaker 2

I guess we can just do maybe a quick breakdown of our steps.

00:17:36 Speaker 2

So do we.

00:17:37 Speaker 2

Do we confirm that we want to meet next Wednesday or do we want to try to meet sooner than that?

00:17:41 Speaker 3

Wednesday works like.

00:17:43 Speaker 4

Works best for me.

00:17:44 Speaker 3

This time is OK too.

00:17:47 Speaker 2

Yeah, OK is 8:00 PM good for everyone.

00:17:51 Speaker 2

Perfect, great and then we can of course go back and forth and GroupMe if we have you know things that come up before then. And just like be checking the drive.

00:17:58 Speaker 2

That's great and and so I can send out another zoom link for that if that's helpful.

00:18:06 Speaker 2

And yeah, I think otherwise.

00:18:09 Speaker 2

That's pretty much it.

00:18:09 Speaker 2

We're not missing anything.

00:18:11 Speaker 3

Yeah, I think so.

00:18:13 Speaker 3

Just like to reiterate, like we're just pretty much looking for articles or things based on like the leadership aspect of this.

00:18:20 Speaker 4

Yes, and then if we want to go above and beyond and research a little bit into how this correlates how this issue correlates to the economics of human resources, that would be awesome.

00:18:32 Speaker 4

But we don't have to.

00:18:33 Speaker 4

I just might want to start exploring it just to like, potentially even run it by her in class and get her thoughts on it.

00:18:38 Speaker 4

Or see if she has any like ways that she might want to maneuver us.

00:18:42 Speaker 3

OK, perfect thank you.

00:18:43 Speaker 2

Yeah, that's a great idea.

00:18:45 Speaker 2

I'll try to do like some searching of I don't know, scholarly articles or anything related to that, and if.

00:18:50 Speaker 4

I know.

00:18:51 Speaker 5

Right?

00:18:53 Speaker 4

Oh my God, that's so interesting.

00:18:54 Speaker 4

Economics is so like robust in my eyes it's going to be interesting, kind of like maneuvering it into like such a malleable field.

00:19:02 Speaker 4

But I I might be closed off towards it.

00:19:04 Speaker 4

I don't know.

00:19:05 Speaker 4

Econ kind of gives.

00:19:06 Speaker 4

Me nightmares so.

00:19:09 Speaker 4

All right well awesome.

00:19:11 Speaker 4

A little shorter than I thought.

00:19:12 Speaker 4

But honestly, I don't think anyone's upset about that.

00:19:15 Speaker 4

So I think.

00:19:16 Speaker 4

We're all good.

00:19:18 Speaker 2

Awesome, OK, I'll get this video uploaded to you as soon as we disconnect.

00:19:22 Speaker 2

Have a great rest of the night.

00:19:24 Speaker 3

You too thank you guys.

00:19:27 Speaker 2

I'm scared you too.

00:19:31 Speaker 2

Yeah bye.