

SHE AIN'T HEAVY, SHE'S MY SISTER

Moving forward and leaving no womxn behind

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Goals



Become

Become (somewhat) familiar with and comfortable talking about sexism and misogyny

Explore and address

Explore and address the implicit biases that may be barriers to womxn's advancement

Discuss

Discuss strategies for mitigating implicit bias

5 ETF'S (EASY TO FORGET)

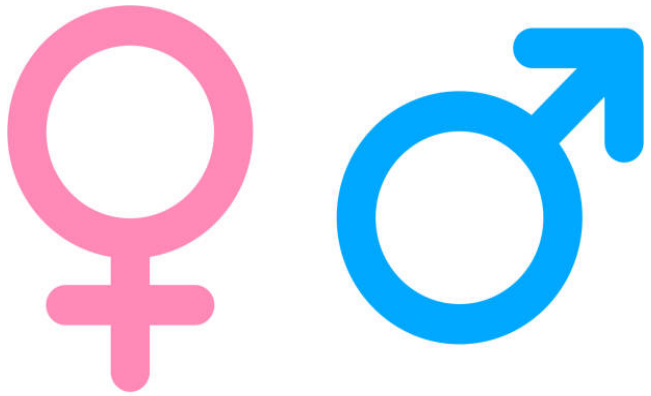


1. Not easy to be diverse/different.
2. Not easy to understand those diverse/different.
3. Not easy to recognize that we all have biases/prejudice.
4. Not easy to withhold judgement.
5. Not easy to consciously create avenues to appreciate the beauties and challenges of diversity and to be inclusive, encourage cultural competency and reduce or eliminate bias.

Womxn's Leadership

- ▶ What are 3-4 characteristics of womxn's leadership that you think are beneficial to the workplace?
- ▶ What aspects of womxn's leadership do you admire?

Sexism vs. Misogyny



sexism is the ideology that *supports* patriarchal social relations

misogyny *enforces* it when there's a threat of that system going away.

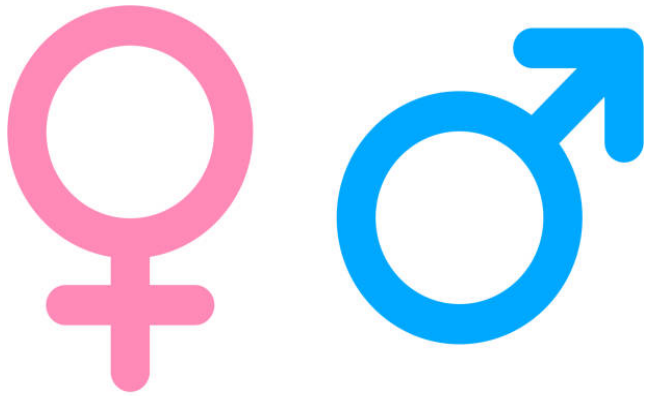
You can see the full list of gendered characteristics in the scoresheet below, which was received by women employees at a 2018 UK training event of a professional services firm.

Masculine/Feminine Score Sheet
 Name: [REDACTED]
 Score: Low = 1, Medium = 3, High = 5

Feminine	Score at Work	Score Not at Work	Masculine	Score At Work	Score Not at Work
Affectionate	4	3	Acts as a Leader	3	3
Cheerful	3	3	Aggressive	3	3
Childlike	3	3	Ambitious	3	3
Compassionate	3	3	Analytical	3	3
Does Not Use Harsh Language	3	3	Assertive	3	3
Eager to Soothe Hurt Feelings	3	3	Athletic	3	3
Femininity	3	3	Competitive	3	3
Flatterable	3	3	Defends One's Beliefs	3	3
Gentle	3	3	Dominant	3	3
Gullible	3	3	Forceful	3	3
Loves Children	3	3	Has Leadership Abilities	3	3
Loyal	3	3	Independent	3	3
Sensitive to the Needs of Others	3	3	Individualistic	3	3
Shy	3	3	Makes Decisions Easily	3	3
Soft-Spoken	3	3	Masculinity	3	3
Sympathetic	3	3	Self-Reliant	3	3
Tender	3	3	Self-Sufficient	3	3
Understanding	3	3	Strong Personality	3	3
Warm	3	3	Willing to Take a Stand	3	3
Yielding	3	3	Willing to Take Risks	3	3
TOTAL	3	3	TOTAL	3	3

Source: Adapted by Marsha Clark & Associates from Sandra Bem

Sexism vs. Misogyny

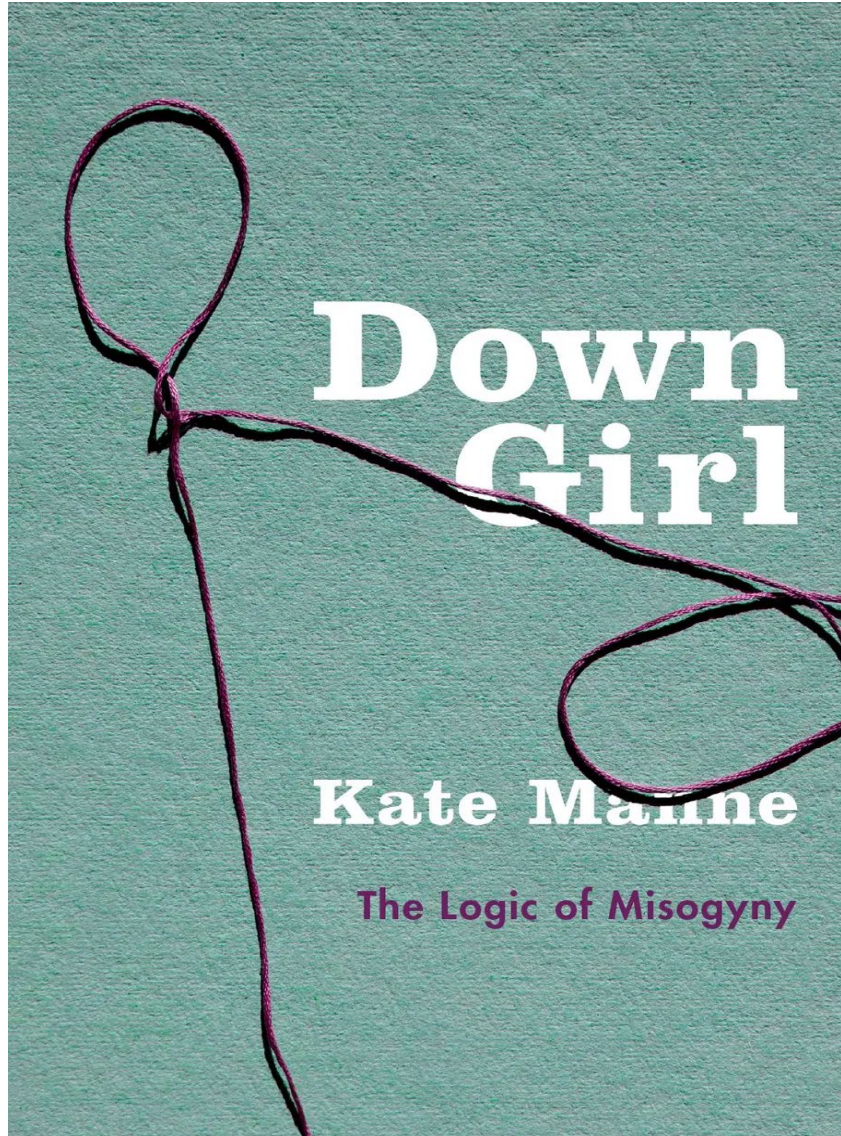


sexism is the ideology that *supports* patriarchal social relations

misogyny *enforces* it when there's a threat of that system going away.

misogyny

- ▶ an enforcement strategy
- ▶ enforces the ideology of sexism
- ▶ not the patriarchy itself but the thing that preserves the patriarchy
- ▶ punishes women who transgress or threaten dominant men



BIAS

“prejudice in favor of or against one thing, person, or group compared with another, usually in a way considered to be unfair”

Most often, *bias* is used to describe unfair prejudices: "There was evidence of *bias* against foreign applicants."

It is also a verb meaning "to show prejudice for or against," as in "They claimed the tests were *biased* against women."

PREJUDICE

“preconceived opinion that is not based on reason or actual experience”

an unfair feeling of dislike for a person or group because of race, sex, religion, etc.

a feeling of like or dislike for someone or something especially when it is not reasonable or logical

prejudicial=detrimental

***UNCONSCIOUS
(IMPLICIT) BIAS***

**APPLIES
TO
ALL
OF US.**

SILK



PRIMING (think Pavlov's dog)



SELF-REFLECTION - ASK YOURSELF THESE QUESTIONS & ANSWER HONESTLY:

- ▶ Is the color of a person's skin important to me in how I relate to them?
- ▶ Is race/religion/gender/ethnicity important to me and how I relate to someone?
- ▶ How do I perceive people in ethnic clothes?
- ▶ How important is the accent/pronunciation/different English words of another person?
- ▶ How do I feel when I see two people of the seemingly same gender displaying physical affection towards one another?
- ▶ What do I think when I see someone in a wheelchair?

Scenario

Two U.S. white women, Valerie and Diane, are sitting together on a subway. A woman wearing a scarf on her head has just exited the subway car with two small children. Valerie says, “I guess Muslim women are forced to wear those scarves on their heads even when they’re in this country. I’m telling you, I wouldn’t last with an Arab guy for two minutes.”

Valerie is making several assumptions. What are they?

IMPLICIT BIAS

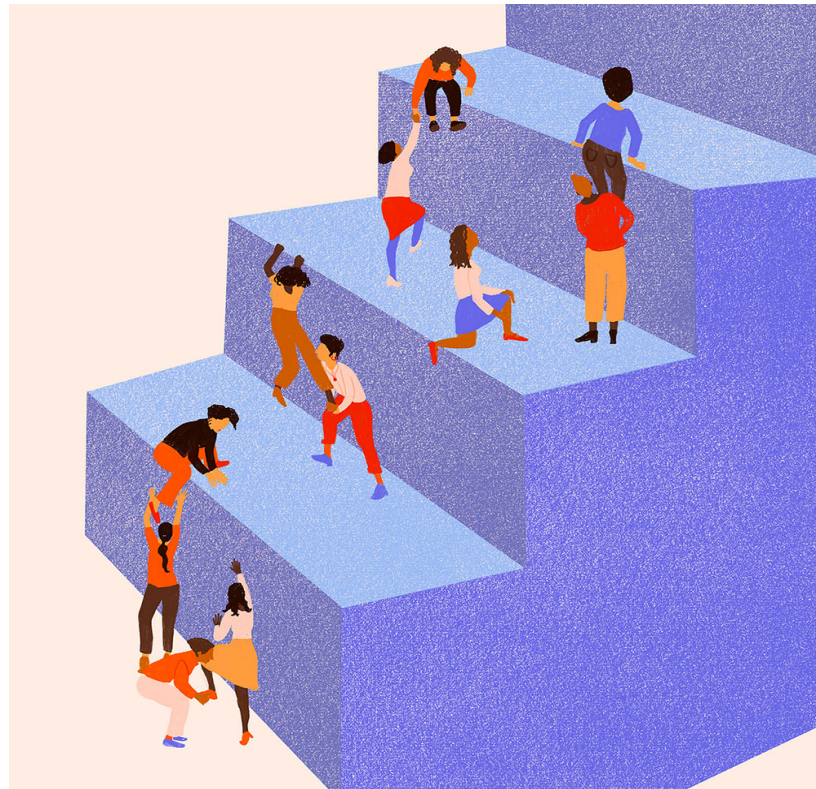
Project Implicit - created by researchers at Harvard. This site provides the opportunity to participate in online exercises (“tests”) that allow you to explore implicit associations you may have.

- ▶ Takes about 10-15 minutes. You can select the topic (e.g., gender, disability, race, etc.).
- ▶ Site **not** connected to your log-in, so nobody will know if you participate or not. Look for the option to participate as a guest in the “Social Attitudes” box on the left side of the page.

<https://implicit.harvard.edu/implicit/>

What to do?

**ON THE WAY UP,
LEAVE NO WOMXN BEHIND!**



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Thank You!

Questions?

