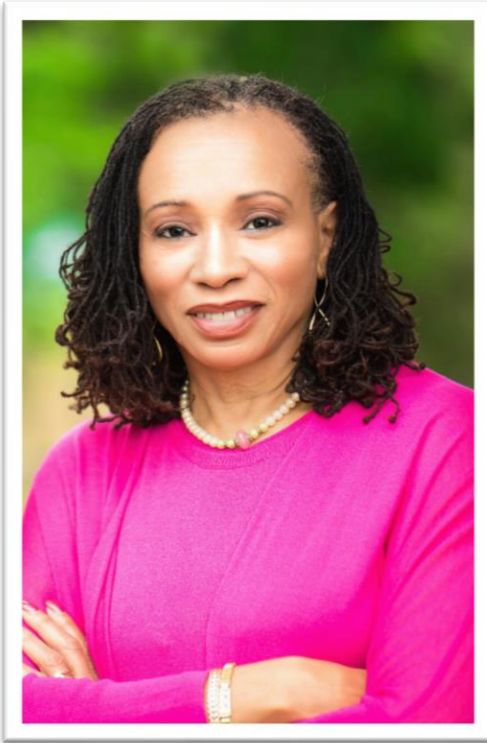




Affirming & Unpacking the #MeToo Movement: Exploring the Intersection of Race and Class

The Winters Group, Inc. *Let's Talk About It! Series*
with: Mary-Frances Winters, *Founder & President, The Winters Group, Inc.*
and Krystal Leaphart, *Intersectional Justice Advocate*

Presenter



Mary-Frances Winters

President/CEO
@MaryFWinters



Krystal Leaphart

Intersectional Racial Justice
Advocate



What aspects of your identity influence how you experience the world?

I am...



Ain't I A Woman? Sojourner Truth (1797-1883)

Note: Audio will play from computer speakers

Narrated by: Maya Angelou

*That man over there say
a woman needs to be helped into
carriages
and lifted over ditches
and to have the best place
everywhere.*

*Nobody ever helped me into carriages
or over mud puddles
or gives me a best place...*

And ain't I a woman?

*Look at me
Look at my arm!
I have plowed and planted
and gathered into barns
and no man could head me...*

And ain't I a woman?

*I could work as much
and eat as much as a man —
when I could get to it —
and bear the lash as well
and ain't I a woman?
I have born 13 children
and seen most all sold into slavery
and when I cried out a mother's grief
none but Jesus heard me...*

And ain't I a woman?...



be

...open

...authentic

...engaged

...comfortable with being
uncomfortable

...non-judgmental

...understanding

Today, we will...



- Provide a space for authentic dialogue
- Understand the origins of the #MeToo Movement
- Explore how gender intersects with race and class in this movement
- Discuss the impact of intersectionality and #MeToo in the workplace



What's Your Connection to #MeToo?

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**Poll: To what extent
has the #MeToo
Movement impacted
you?**



#MeToo: Defining the Moment

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me too



Maxine Waters ✓
@MaxineWaters

I am a strong black woman. I cannot be intimidated, and I'm not going anywhere.
[#BlackWomenAtWork](#)

TIME'STM =UP

#MeToo Movement: The Origins



This isn't new...

Ain't I A
Woman?



Still Today...

Ain't I A Woman?

LEAN IN

"The only thing that separates women of color from anyone else is opportunity."
-Viola Davis

Compared with white men, African American and Hispanic women make even less than white women:

Group	Wage
WHITE MAN	\$1.00
WHITE WOMAN	77¢
AFRICAN AMERICAN WOMAN	64¢
HISPANIC WOMAN	56¢

EQUAL PAYBACK PROJECT



Black women are more likely to aspire to powerful leadership positions, but less likely to receive support, sponsorship, and validation of their talents.

(Center for Talent Innovation, Black Women Lead, 2015)

Latina women are more likely to be criticized as being “too emotional” or angry, even when they themselves reported that they weren’t.

(Double Jeopardy? Gender Bias Against Women of Color in STEM, 2014)

Asian women are more likely to be stereotyped as meek, compliant, and domestic, and are the least represented in the executive suite relative to their percentage in the workforce.

(The Illusion of Asian Success, 2016)

In the chat: In what ways does this data affirm or conflict with your experiences?



#MeToo in the Workplace

Most workplace sexual harassment is verbal...

Poll: Have you ever had to say, "Me too"?



Source: Redbook Magazine , 2017.

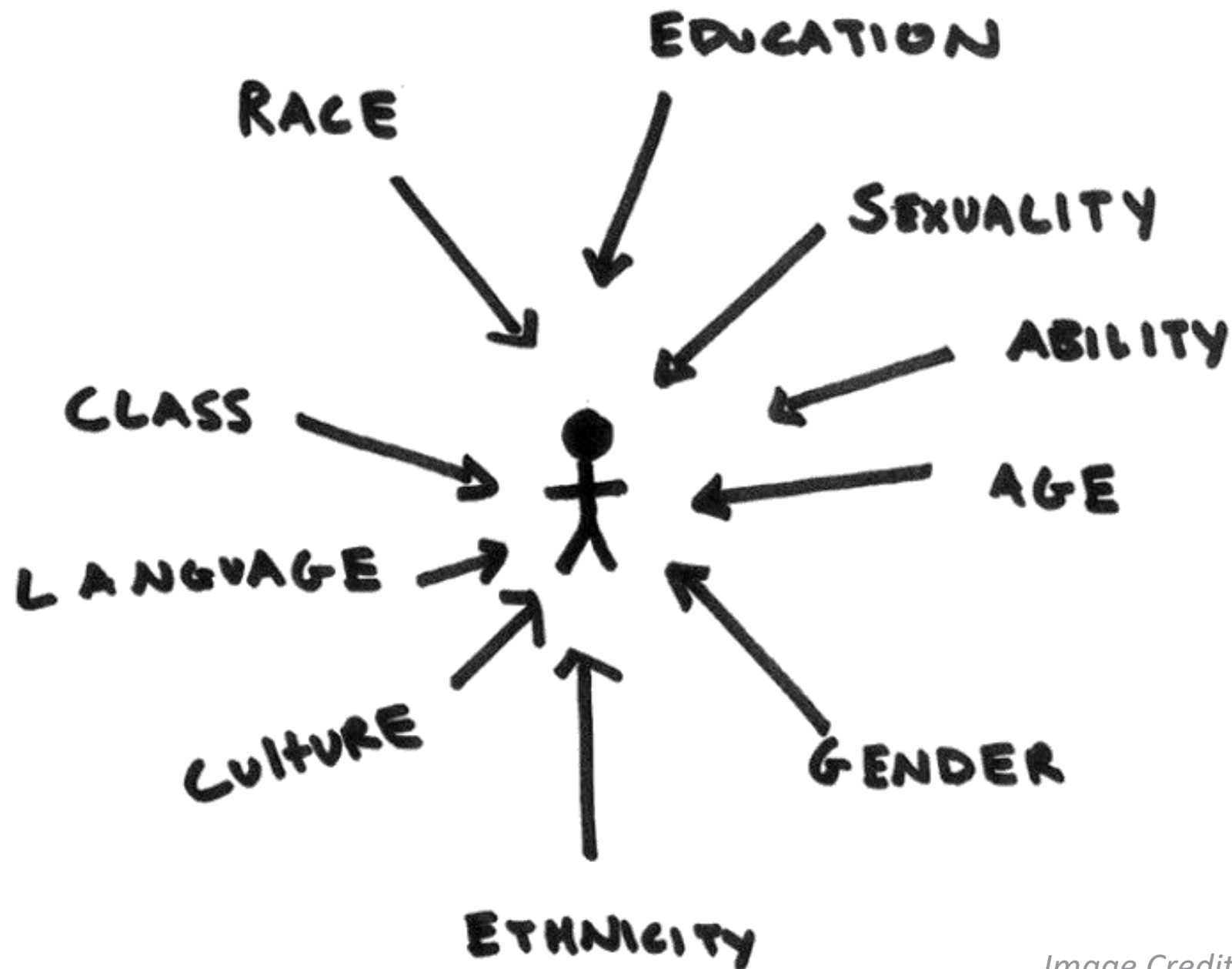


Image Credit: [Ashley J. Velazquez](#)

Intersectionality Defined

- Coined by Kimberle Crenshaw (1989) to address the perpetual exclusion of black women in feminist, anti-racist discourse, theory, and remedy
- The acknowledgement that multiple power dynamics/"isms" are operating simultaneously—often in complex and compounding ways—and must be considered together in order to have a more complete understanding of oppression and ways to transform it.

(Race Forward Center For Racial Justice, 2015)

**THERE IS NO SUCH THING
AS A SINGLE-ISSUE
STRUGGLE BECAUSE
WE DO NOT LIVE
SINGLE-ISSUE LIVES.**

- AUDRE LORDE



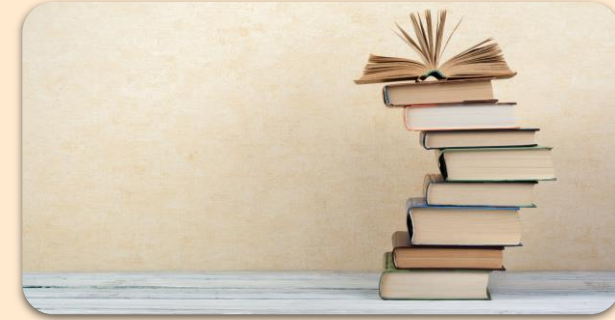
Myths About Intersectionality



Intersectionality
is divisive



Intersectionality
is only a
conversation
about identity



Intersectionality
is not accessible
to people
outside of
academics

Intersectionality
means
examining...



Gender + Race

Native American women are most at risk for sexual violence.



Gender + Gender Identity

64% of transgender people are sexually assaulted at some point in their lifetime.



Gender + Age

The majority of sexual assault victims are under the age of 30.



Gender + Disability

People with disabilities are 2x more likely to be the victim of sexual assault

Sources: RAINN and HRC

Intersectionality requires affirming those who are and *have been* at the margins ...



Recy Taylor
(1919-2017)



Intersectionality requires we advocate for those most vulnerable...



What can I do About It? Where's My Power?



Consider those aspects of your identity where you might have power, privilege, or influence:

Race:

e.g. "I identify as White."

Socioeconomic:

e.g. "I am educated."

Gender:

e.g. "I identify as male."

- What influence or 'power' do I have as a member of this group?
- In what ways might I be able to use my influence and power to amplify or affirm the experiences of those who have less influence, power?
- What is my role in affirming and advocating for those impacted by sexual harassment and violence?



What Does it Mean to be Intersectional?



I commit to speaking up and speaking out,
even when I am not directly impacted, for
there is no such thing as neutrality in the
quest for equity, justice, and inclusion.

-The Winters Group, Inc. Commitment to Live Inclusively™



Action Items



- ☐ Recognize your own identities and intersections
 - ☐ Reflect on those aspects of your identity that influence your perspective and how others see you.
 - ☐ Map where you have power and influence.
 - ☐ Identify opportunities to use it.
- ☐ Examine data and situations with an intersectional lens
 - ☐ Move beyond analyses that assume people are monolithic.
 - ☐ Track multiple dimensions at the same time (*e.g. women of color, generation and ethnicity*)
- ☐ Affirm the experiences of those who might have a different one from your own.
 - ☐ Take note of the differences that make a difference.



Connect with Organizations Committed to This Work



- Just Be Inc.: <http://justbeinc.wixsite.com/justbeinc/the-me-too-movement-cmmi>
- Time's Up Legal Defense Fund: <https://www.gofundme.com/timesup>
- National Women's Law Center: <https://nwlc.org/>
- Girls for Gender Equity: www.ggenyc.org/
- YWCA: <http://www.ywca.org/>
- Know Your Title IX: <https://www.knowyourix.org/>
- National Domestic Workers Alliance: <https://www.domesticworkers.org/>
- RAINN: <https://www.rainn.org/articles/volunteer-national-sexual-assault-hotline>
- National Sexual Violence Resource Center: <https://www.nsvrc.org/>



Tips for Taking Care



- ☐ Unplug if you need to.
- ☐ Connect with a friend or individuals who share and affirm your experience
- ☐ Journal and self-reflect
- ☐ Cultivate appreciation & gratefulness

be good to yourself



“Women hold up half the sky.”

-Mao Zedong

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Lastly...Commit to Live Inclusively™



I commit to be intentional in living inclusively. I commit to spending more time getting to know myself and understanding my culture. It is in understanding myself, that I am better positioned to understand others.

I will acknowledge that I don't know what I don't know, but I will not use what is unconscious as an excuse. I will be intentional in exposing myself to difference.

If I don't know, I will ask. If I am asked, I will assume positive intent. Most importantly, I will accept my responsibility in increasing my own knowledge and understanding.

I commit to speaking up and speaking out, even when I am not directly impacted, for there is no such thing as neutrality in the quest for equity, justice, and inclusion.

I will strive to accept, and not just tolerate; respect, even if I don't agree; and be curious, not judgmental. I commit to pausing and listening. I will be empathetic to the experiences and perspectives of my "others." I will use my privilege positively, and get comfortable with my own discomfort.

I commit to knowing, getting, and doing better than I did yesterday—keeping in mind my commitment to live inclusively is a journey, not a destination.

Take the Pledge Today at <http://bit.ly/LIPledge> or www.wintersgroup.com/live-inclusively-actualized/pledge

Written by: Brittany J. Harris, VP, Innovation & Learning, The Winters Group



Keep the Conversation Going!



Save the Date:

Affirming and Unpacking the #MeToo Movement, Part 2

Man to Man – March 22nd

Interested in bringing this or a similar learning experience to your workplace?

The Winters Group, Inc. offers a series of learning experiences that specifically aim to help participants explore the role of identity and gender dynamics with regard to respect, authenticity, and freedom of expression in the workplace.

Contact us for more information:

learning@wintersgroup.com



Thank You! Keep In Touch...



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