

The Winters Group, Inc.
Let's Talk
About It!
Series



#MeToo

...now what?

Affirming & Unpacking the #MeToo Movement

Man to Man:
Accountability, Backlash and the Role of Men

Today's Facilitators



Travis Jones
Principal Strategist
The Winters Group, Inc.



Charles Jackson
Community & Faith Based
Liaison/ Diversity Practitioner

Today, we will...

Create a space
for authentic
dialogue

Discuss what
it means to “be
a man”

Explore
complicity and
its impact on
women

Provide action
steps for
accountability

be

...open

...authentic

...engaged

...comfortable with being
uncomfortable

...non-judgmental

...understanding

What is in Your Man Box?

(answer in the chat box)

What stereotypes do
you have about men?

What stereotypes do
you have about
women?

What is in Your Man Box? *(answer in the chat box)*

Boys don't cry.

Take control.

Don't express fear.

Tough/Emotionless = Strong

That's so gay.

Protect her.

She's yours.

It Starts Early...



The Warrior

“Boys don’t cry”
“Be a winner”
“Stand up for
yourself”



The Protector

“Back up your
friends”
“Be nice to girls”



The Provider

“Get a job”
“Get ahead”
“Take care of
your family”

It Starts Early...



The Warrior

- Compete with others
- Protect your turf
- Watch for danger signals



The Protector

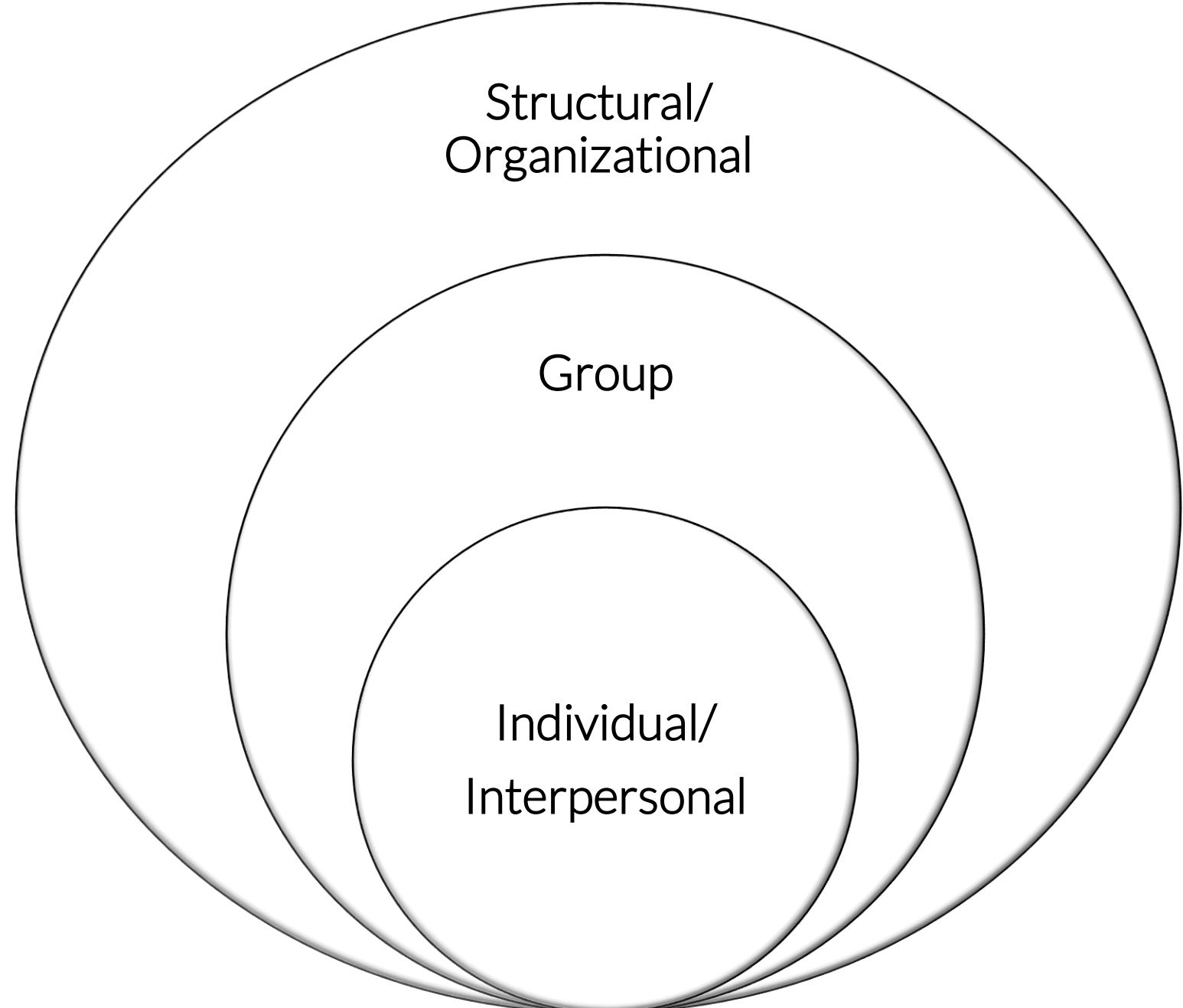
- Put the company before yourself
- Destroy the competition
- Place strong people in key roles



The Provider

- Work long hours
- Take care of your people

Levels of Systems



Defining Terms

Patriarchy

A system of social structures and practices in which men dominate, oppress and exploit women

(Sylvia Walby)

Sexism

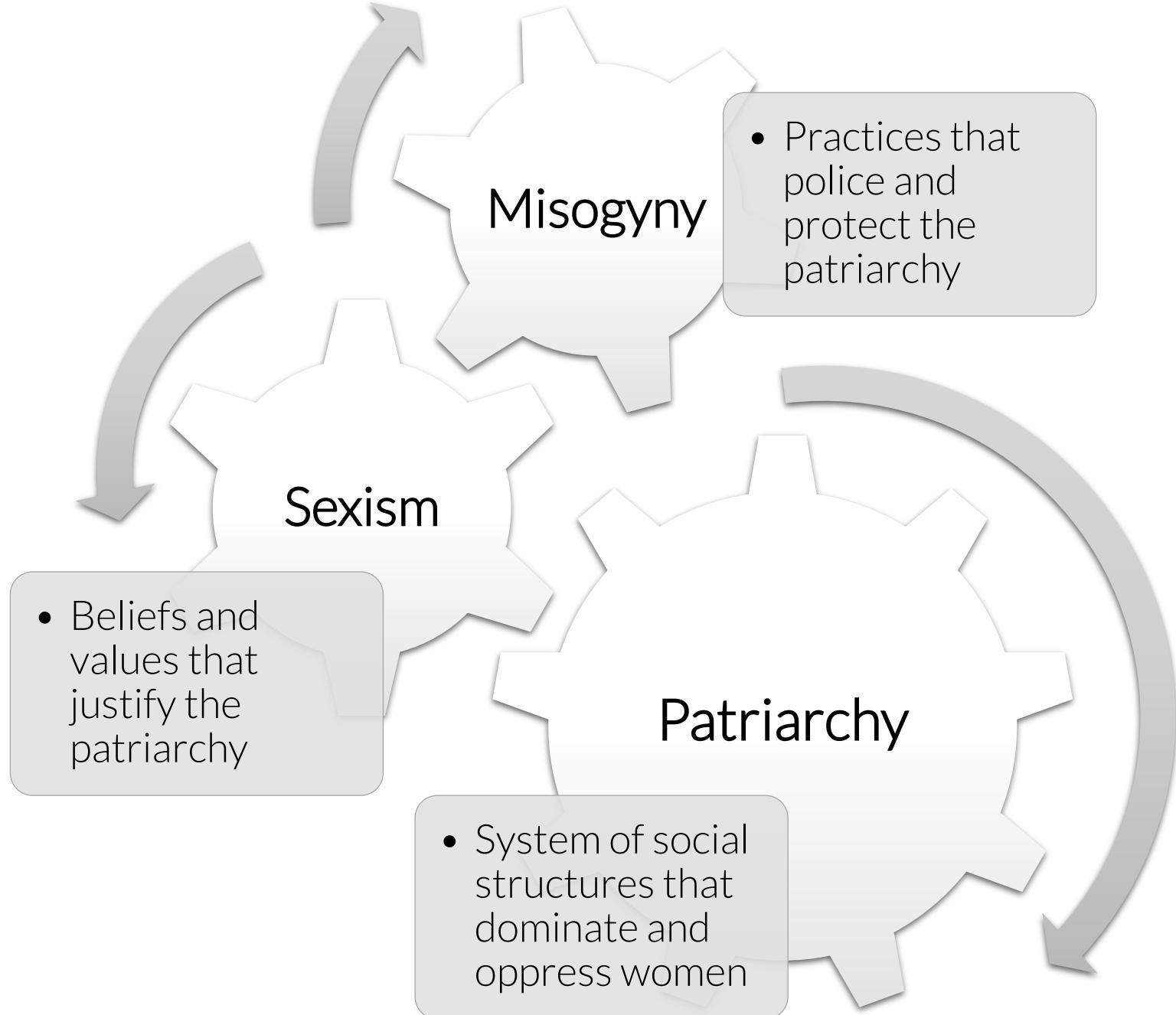
The cultural, institutional, and individual set of beliefs and norms that privilege men, subordinate women, and denigrate values and practices associated with women
(Teaching for Diversity and Social Justice)

Misogyny

The practices and policies by which we uphold patriarchal systems and weaponize sexism

(Kate Manne, Down Girl: The Logic of Misogyny)

How the Systems Work Together



For Example...

When people have the belief that what a man says is more valuable and trustworthy than a woman, that is sexism.

When people only listen to suggestions when a man makes them and personally disparage the woman who made them originally, that's misogyny.

When a company has policies that reflect sexist beliefs or lacks policies that prohibit misogynist behavior, that's the patriarchy.



**#MeToo is
the tip of
the
iceberg...**



#MeToo

Rape
Sexual harassment
Physical Abuse

Control & threats

Glass Ceiling
Gender pay gap

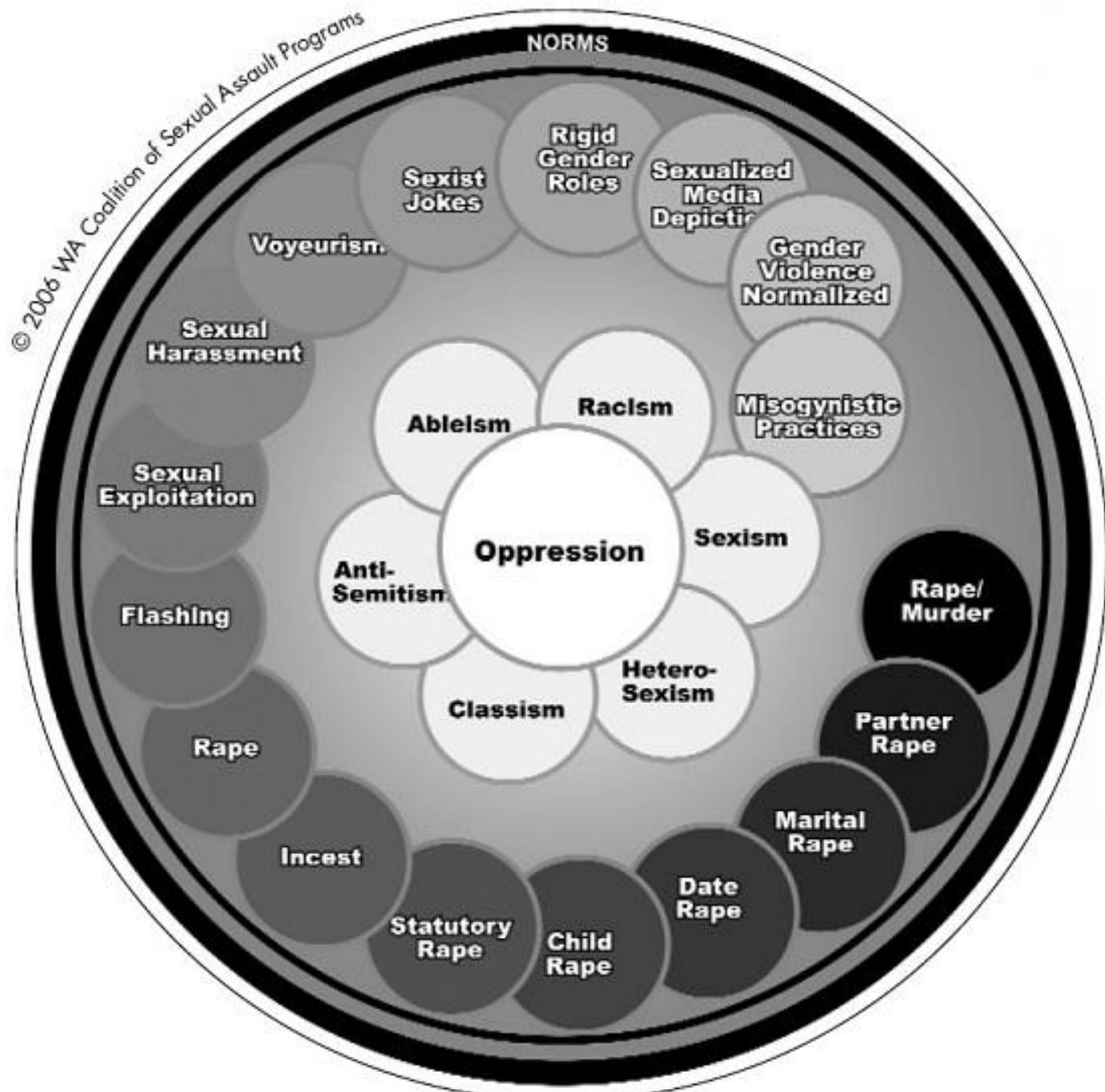
Degrading comments/jokes

Sexist language

Media sexualization of
women

Rigid gender roles

Continuum of Behavior



Sexism, Patriarchy, and Misogyny

How do you see these systems play out in your life, in your workplace, in society?

Some things are more subtle...

MICROAGGRESSION

mi·cro·ag·gres·sion

noun

indirect, subtle, or unintentional
discrimination against members of a
marginalized group.

“Senior men... and sometimes women... addressing questions to me when clearly my female colleague is leading the meeting. Female colleague consistently being asked to make dinner plans when team is going to take clients out”

“Subtle bullying, intimidation techniques; men talking over and ignoring female colleagues and their contributions; leaving women leaders who are integral to the conversation out of the decision-making process”

“I have been in meetings with male counterparts where I have shared my ideas and have received no acknowledgment or response. Within minutes, a male colleague will present the same idea almost verbatim and other males will say that it is a great idea and should be incorporated into the strategy and executed.”

“Being called ‘kid’ as a 37 year old mother of two by two respected male colleagues 20 years older than me that I’d known for 10 years.

“Getting interrupted, ignored, treated as less important than men. These can be compounded if you are perceived as too young or too old (regardless of actual age or contribution).”

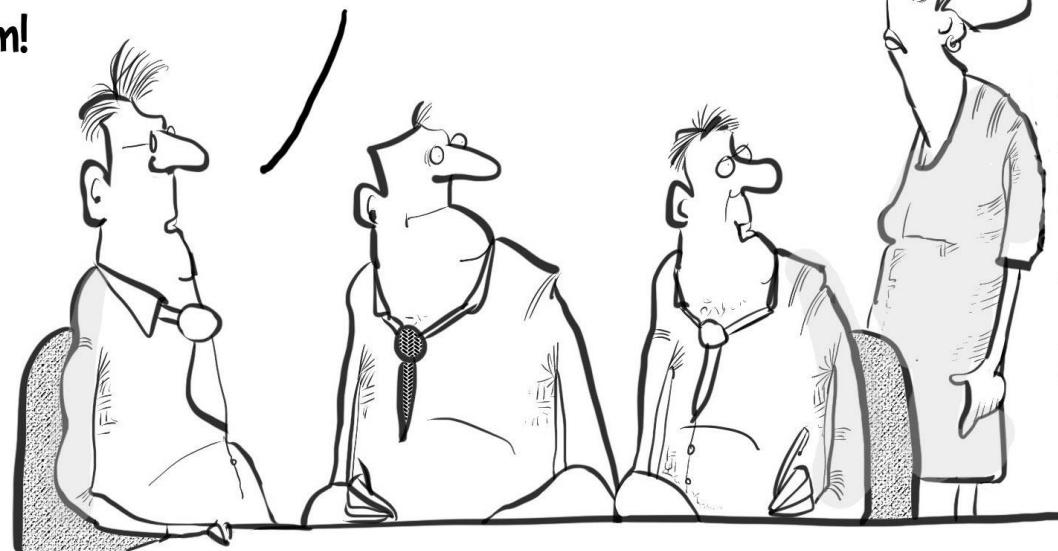
“Sitting down for a meeting with 7 women and one male, all different levels of seniority. When the meeting began, all of the women turned to the white male, who was in fact the most junior person in the room, because we had all been programmed to believe that men lead meetings.”

This is a time when we all
need to focus on how we
encourage **MORE** women to
put themselves forward
for senior posts.

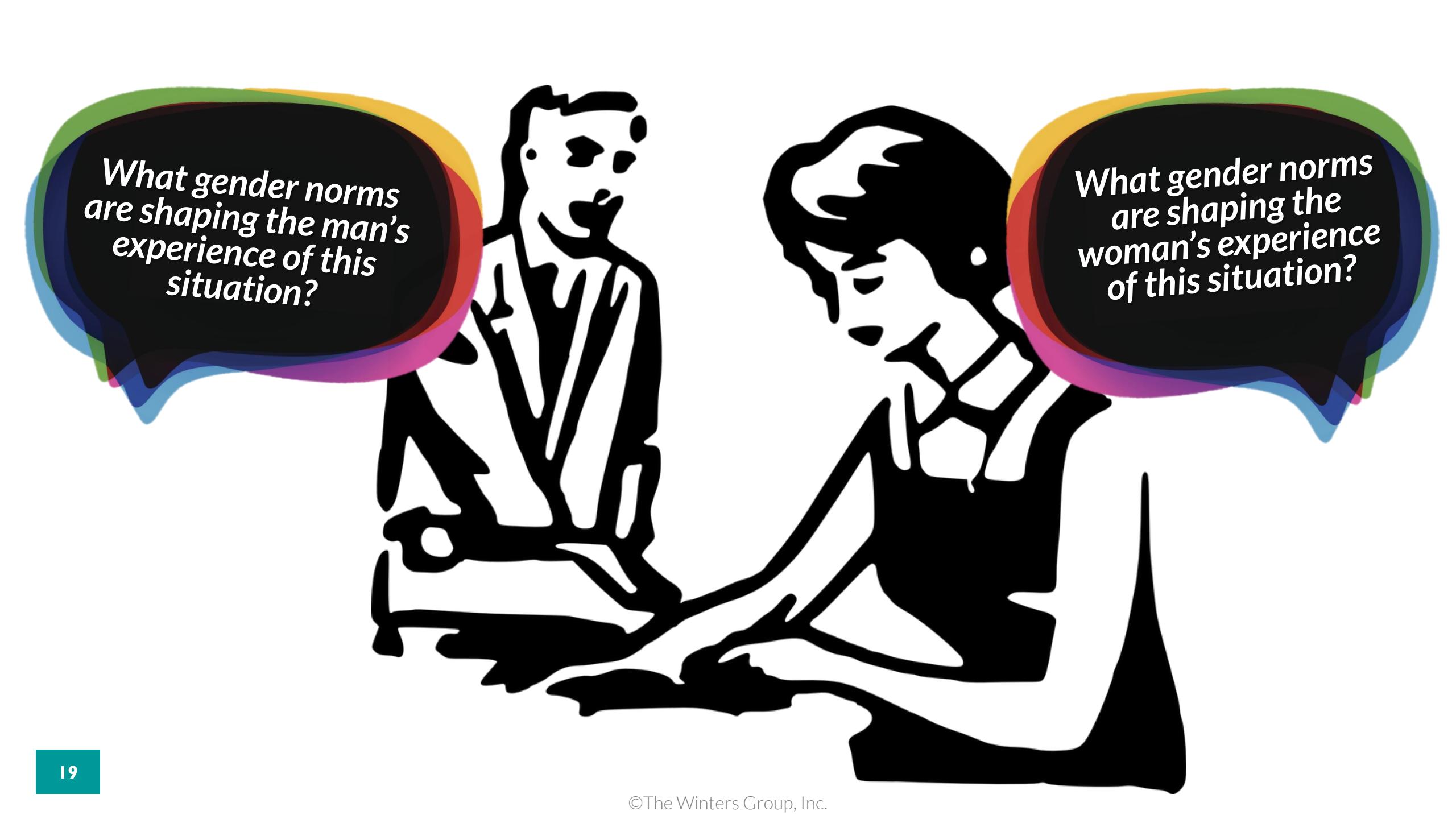


We need to identify which
attitudes and behaviours are
BLOCKING women from
putting themselves forward and
strive to manage them!

Right Janet if you could get that
typed up we need to move
on to more important business.



CartoonStock.com



*What gender norms
are shaping the man's
experience of this
situation?*

*What gender norms
are shaping the
woman's experience
of this situation?*

It may be unintentional, but it's real...

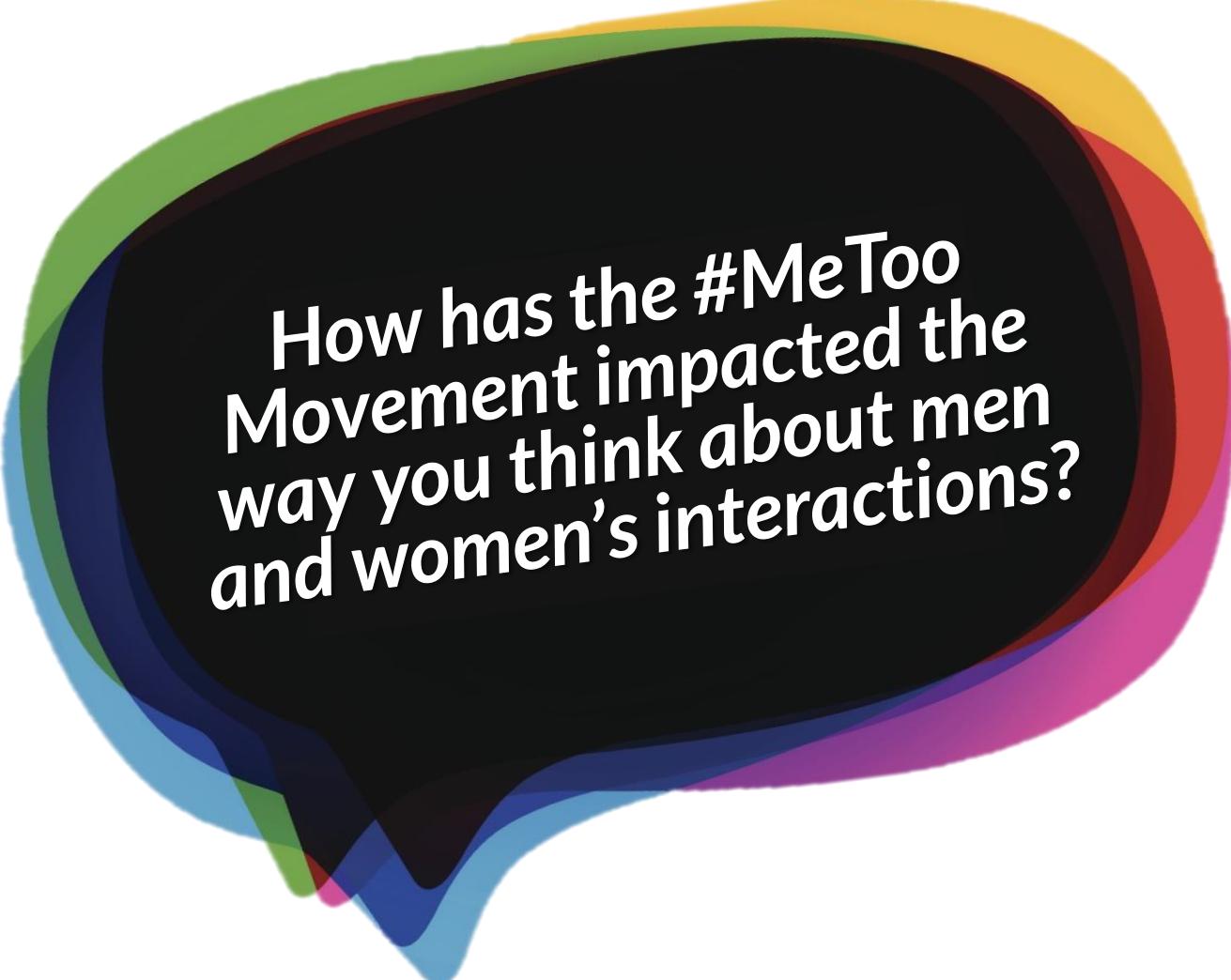
His for the taking

- Power
- Loyalty
- Respect
- Devotion
- Reputation
- Rank

Hers to give

- Attention
- Admiration
- Emotional Labor
- Sympathy
- Security
- Comfort

In the Chat Pod...



How has the #MeToo Movement impacted the way you think about men and women's interactions?

"There's a difference between, you know, patting someone on the butt and rape or child molestation, right?"

"How do I know how to interact with women now?"

VIDEO



COMPLICIT

com·plic·it

adj.

helping to commit a crime or do wrong in
some way

In the Chat Pod...



In what ways might you
be or have been
complicit?

*What makes it so
difficult to
#CheckYourBoys?*

The Role of Men: Allyship

Individual/ Group

- Disrupt casual sexism
- Change sexist language/ behavior



Structural/ Organizational

- Investigate your organization's policies
- Create or suggest policy change



Ally

What Will Your Allyship Look Like?

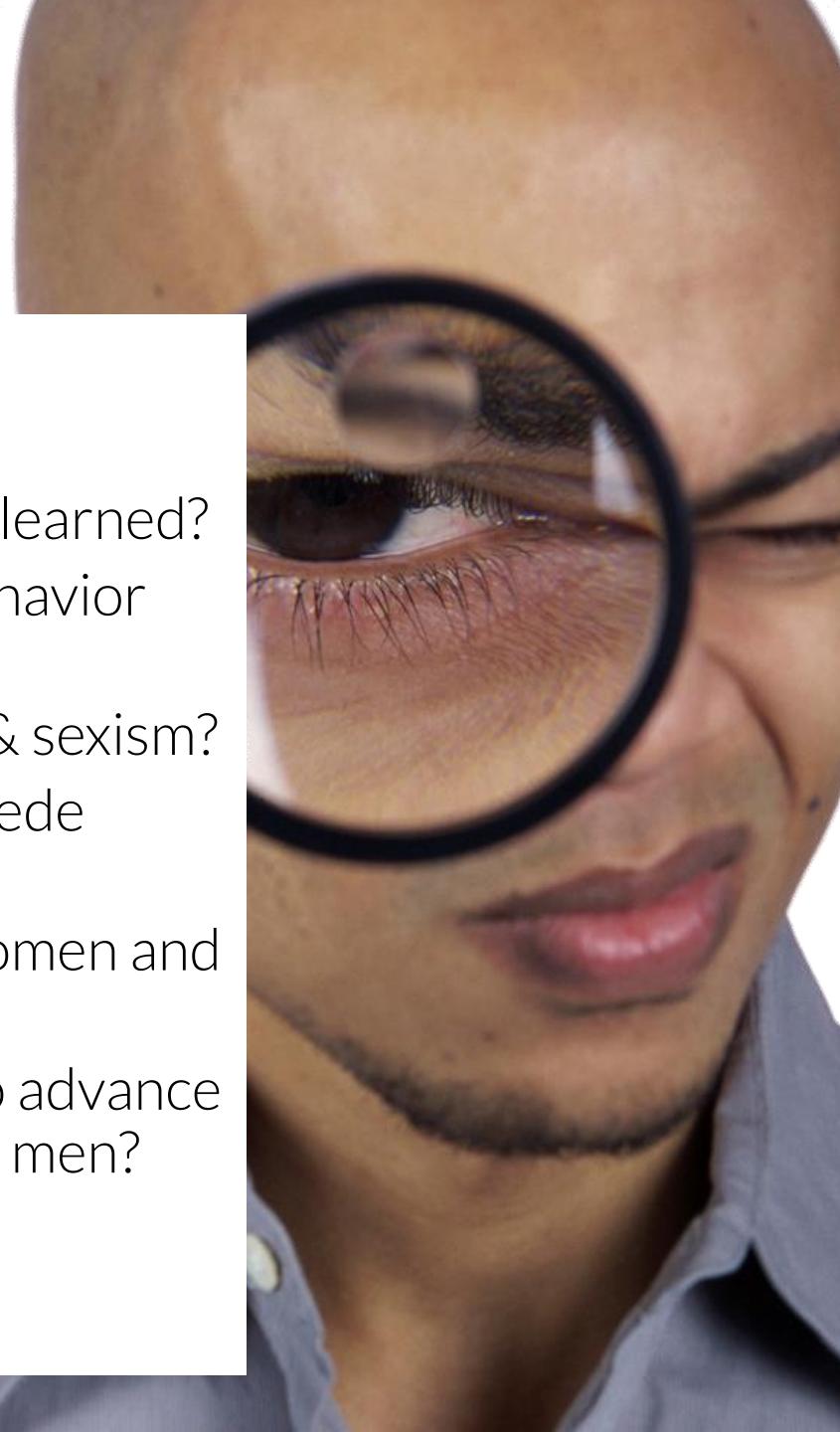
- **Men:** What will you do to address sexism individually/interpersonally
- **Men:** What will you do to address sexism structurally/organizationally?
- **Women:** What ways can you support other women in becoming more empowered to take action against sexism?
- **Women:** What actions can you take to build a critical mass of women resisting sexism in your communities/workplace?

Self-Understanding & Reflection is Key...

Consider:

- Who are the men and women I consider **role models**?
- What are my models of **masculinity**, and how were they learned?
- Do I consider myself an **ally**? To what extent does my behavior reflect that of an ally?
- In what ways might I be **complicit** with gender inequity & sexism?
- What are my **strengths**, and how do they aid and/or impede gender equity and inclusion?
- What can I do to be proactive in **learning** more about women and their experiences?
- What actions can I take within my **sphere of influence** to advance gender equity and create 'teachable moments' for other men?

Source: Adapted from Kevin Carter, Principal Strategist, The Winters Group, Inc.



Additional Resources

Fostering an Understanding of Self and The Role of Men

- *That's What He Said (Video Series)*, Soul Pancake
- *Me Too, Now What?*, PBS

Fostering an Understanding of Women and the Impact of Sexism

- *Women in the Workplace 2017*, McKinsey & Company
- *The Double Bind for Women in Leadership*, Catalyst
- YWCA: <https://www.ywca.org/>

One More Video...



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 3

A Bold Inclusive Conversation™– March 27th

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...



Connect with us on social media: The Winters Group



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