

A-DASH COLLABORATIVE

Sexual Harassment Awareness Training & Management Resources

WELCOME & Thank you...

Gratitude

Acknowledgement of the land we're on, wherever you are (<u>https://native-land.ca/</u>)

Guidelines & Disclaimer

- This content may challenge or trigger: do what you need to do in response.
- We are very open to feedback, so please share!

Introductions



Using Mentimeter! Who is with us today?



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Flow for the session...

- Video Introduction of A-DASH
- Overview of Organizational Culture
- Data
- Realtime Assessment
- Policy & Procedure Review
- Interrupting Behaviors
- Discussion & Wrap-Up



Cultivating equity, inclusion, support and trust on and off the river

A collaborative of river professionals and consultants



WHERE DID A-DASH COME FROM?













A CONTRACT

ABOUT A-DASH (Anti-Discrimination and Sexual Harassment)

We are professionals supporting those seeking organizational change, eliminating workplace discrimination and harassment through policy assessment and training.

We focus on a behavior and culture commonly accepted and tolerated in organizations.

We are educators, trainers, business owners and non-profit leaders.

We know rivers.









LEARN. ASSESS. DISCOVER.

Qualitative research: whitewater guides' experiences with sexual harassment

Preparation, prevention, mitigation, and follow-up: policy, practices, and procedures

Reporting processes: on-site and remote wilderness environments

A-DASH Collaborative offerings







Methods

Ethnography

- Participant Observation
- 58 interviews with people who work on rivers throughout the US and world
 - Day trips
 - Multi-day

Sexism

Sophia: Well, there were lots of side-comments. There was lots of putting down of guys by calling them feminine words. It was more a cultural thing, I think, than anything that was specifically targeted at me, but you could tell that it was harder for the girl guides to be promoted. It was harder for them to be taken seriously on the tougher trips, without, I guess I would call it, ball-busting. You couldn't just be a person and be taken seriously and be promoted at the same level. You had to be more. You were never considered on the same level as the guys that were ... I mean, the guys that were in my class were automatically a step and a half above me, and then I had to rush to catch up, even though we were in the same f***ing class.

Sexism

Hazel: We had gotten into camp and they're (the customers) sitting down for their appetizers. We had an appetizer trip and they're asking about the wooden boats and what got him into it and all that. And he's like, "Oh, no it's so much more maneuverable and hydrodynamic even a weak little girl like Hazel can row one."

DOES HARASSMENT HAPPEN?

Tim: F****g millions. And no, I can't remember them all. Millions. Probably 65 today, minimum.

Will: Just yeah. Yeah. Every day,

Elizabeth:You know. Every day like ten thousand times a day

The Harassment Feel Pervasive Alma: I think again, these are little examples, but again that notion of when it's pervasive it feels grinding

Olivia: Yeah, I could go on, and on, and on, and on. There's no shortage of it. It's just everywhere there.

Raven: Well, I think now in our culture what I would consider fairly minor acts fall under harassment, and so of course there's ass smacking, and there's compliments that are not politically correct now. I don't have any great, gory, blood and guts story for you. I think just this pervasive

DOES HARASSMENT HAPPEN?

Nicole: I felt the sexist attitudes and language that was used is something that in any other work environment I've been in is totally unacceptable and there, it was just the standard, the way people talk to each other. That, I think is the main difference, but also most of my other jobs haven't been guide jobs. They haven't been outdoor jobs. I've worked at summer camps, and I've done some more climbing oriented stuff but especially West Virginia, on the river was the only place I've ever really experienced people swearing as much as they did and just the blatant out there sexism and other biases are just okay to be talking about.



 Alma: That is such a great question because as you were saying that I realized that I don't know how to report.



- Maria: Would you ... At that company would you say that you would know who to go talk to if you were worried about a situation with harassment or who you'd report an issue to?
- Arie: Yeah, that's easy. Keep my damn mouth shut because the people that are the most sexist there are actually the ones are highest up... Like I say, that's easy. I just talk about it right around the campfire. Kick rocks and leave it at that.



Alma: But yeah, at the other two places I feel like we were afraid to have the conversation, which I understand. It's uncomfortable. And it also requires an acknowledgement that people who we care about do these things. People who we love and people who we respect sometimes sexually harass other people. But what's so aggravating is that if we don't talk about it, we will never know the definition. We won't know how to fix it. REPORTING

Carmen: I think, I think they're trying to learn. I'm pressuring, but it's really slow and that it's on my back cause I'm the first person who's ever made a formalized complaint, which blows my mind in 50 years because all this s*** has been happening.

DISCUSSION

Reporting systems are nonexistent hard to navigate What are the systems in your organization? Could they be easier to navigate? Have honest conversation about what harassment could look like.

Organizational Culture is:

Metaphors The Stories we tell

- about the organization
- about ourselves
- about each other
 Traditions
 Artifacts
 Rituals







Now... A Real Time Assessment

Head back to Mentimeter!

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Okay, but now what? Strategies & Resources to Shift the Culture of Sexual Harassment

Photo: Bob Wick





ADDRESS THE CULTURE OF SEXUAL HARASSMENT

Preparation – Adopt policy, reporting procedure, and code of conduct

Prevention – Rely on training, stated (on website) policy, ongoing communication

Mitigation – Employ strategies, apply policy with integrity, utilize your reporting procedures

Follow-up – Remove the source, be accountable, communicate to appropriate parties





BUILD MORE INCLUSIVE ORGANIZATIONS THROUGH POLICIES & PROCEDURES





COMPLIANCE TO THE LAW & CULTURE FORWARD POLICIES

- UTILIZE FORMAL WRITTEN POLICIES TO ADDRESS PEOPLE TREATMENT ISSUES
 - POLICIESREPORTING
 - INVESTIGATION







COMPLIANCE TO THE LAW & CULTURE FORWARD POLICIES

- EXTEND EXISTING SAFETY PROTOCOLS TO PEOPLE TREATMENT
 - CIVILITY
 - EQUITY
 - INTERRUPT BEHAVIORS







- FOUR D's OF BYSTANDER INTERVENTION
 - DISTRACT
 CHANGE THE SUBJECT





- FOUR D's OF BYSTANDER INTERVENTION
 - DELAY SUPPORT
 WAIT
 CHECK IN WITH SUPPORT







• FOUR D's OF BYSTANDER INTERVENTION

DELEGATE
 GET HELP FROM AN AUTHORITY







- FOUR D's OF BYSTANDER INTERVENTION
 - DIRECT INTERVENTION
 SPEAK DIRECTLY TO OFFENDING PERSON





- FOUR D's OF BYSTANDER INTERVENTION
 - **DISTRACT**
 - DELAY SUPPORT
 - **DELEGATE**
 - DIRECT INTERVENTION





ACTION STEPS FROM HERE:

1. Take this information back Make it real and dynamic - talk about it

2. Schedule time To address where your org is and how you want to move forward

3. REACH OUT for support *It can be overwhelming - it doesn't have to be.*





Please fill out a survey for this session.

