

A-DASH



COLLABORATIVE

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A scenic photograph of a river flowing through a dense forest. Two kayakers are visible: one in the foreground wearing a red helmet and orange life vest, and another slightly behind in a blue jacket. The water is clear and blue, with some rapids and rocks visible. The surrounding trees are lush and green, with some autumnal colors starting to appear.

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

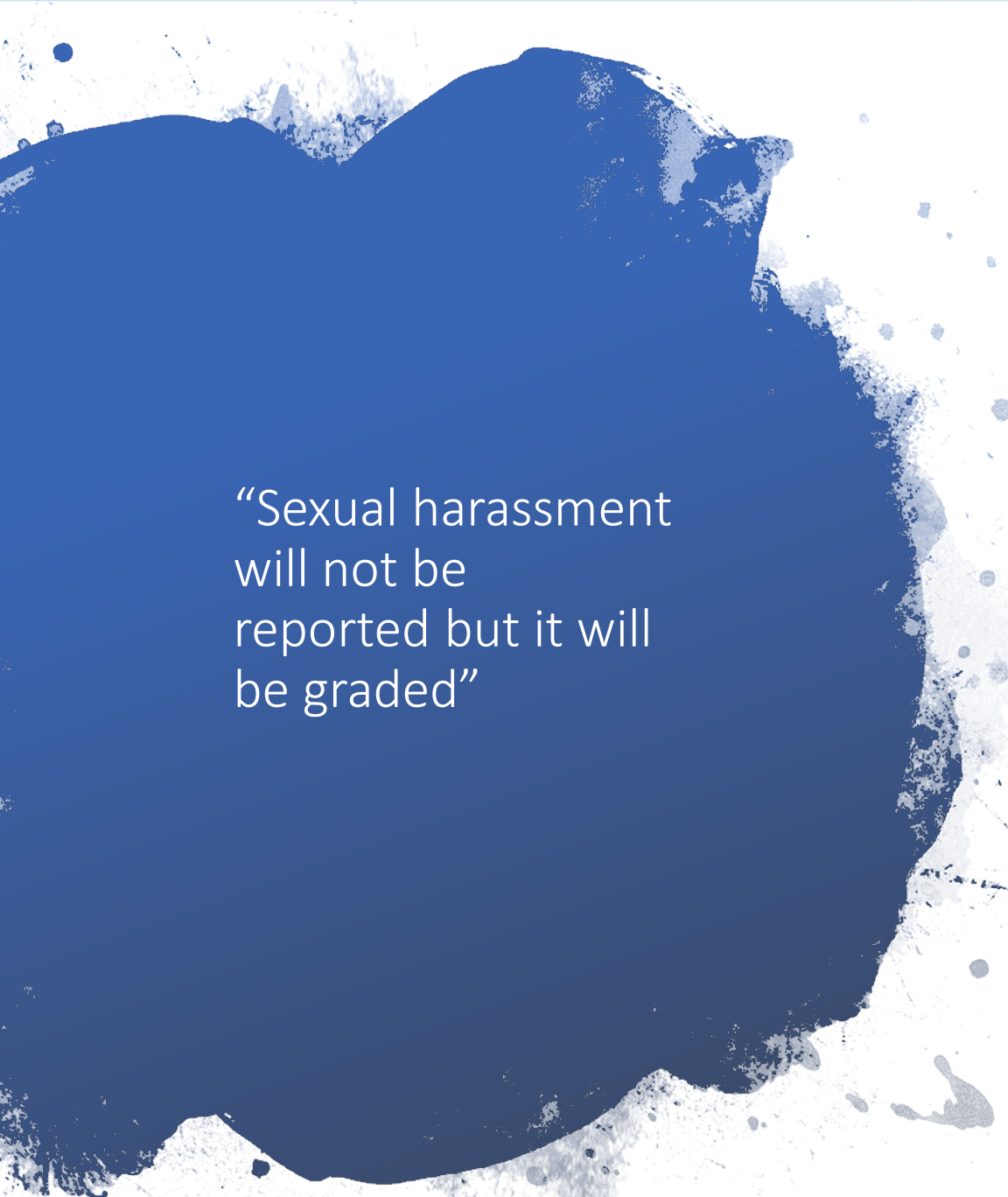
A collaborative of river professionals and consultants



Methods

Ethnography

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



“Sexual harassment
will not be
reported but it will
be graded”

- Sign at the guide check in at an outfitter



How Women Are Spoken About?

Pete: What's the difference between a female raft guide and a catfish?

Interviewer: What?

Pete: One has whiskers and stinks and the other is a catfish.

How
Women
Are
Spoken
About?

Karen: He was talking about this girl he was dating and saying to some of the other guides, "Well, I'm done with her. If you want her you can have her."

How
Women
Are
Spoken
About?

You don't have girlfriend- you have
a turn

Strategies



Be tough

Arie: I know a lot of really good female river guides, but they're really tough people. I think that's what it takes for women to survive in this industry is they be tougher than average.

Be tough

John: I think raft guides and outdoor folks in general, as you know, usually doesn't bring in the softest people so they're usually pretty ... the women that I've worked with are pretty tough women, they're pretty great. So thin skin doesn't usually last too long in the guide world.

Humor

Crystal: I think that I definitely just started dishing it back at the guys. If they sort of harassed me, not that I would necessarily, sexually harass them back, but I would tell the dirty jokes. I would just laugh at the lewd remarks.

Humor

Anita: I was in a place where it was very physical work, and the nature of our job was really intense, but when we let go and we played, I was okay with the joking and the bantering. I gave it back to the guys. And if they were kind of inappropriate, I was inappropriate back.



Be Crass

Brent: Some of the girls have worse mouths than any male I've ever heard in my life. Of course, they are accepted quicker because all the guys think they're more fun. You're not walking on eggshells on what you can say around them.



Be Crass

- Albert: A lot of the ladies that I've encountered at raft camp, that's what they do. They try to be bigger, badder, and more vulgar. Do it to a greater extent than the people that are offending you or pissing you off.

Be good at the
job

Emily: So, it forces you to have to basically be perfect, you know. Like the guys, they could do stuff like make a mistake or something and it was just laughed about, and if the girl makes the mistake, then it's like that they aren't confident. So as a woman in a job that's like that I think you have to be perfect. You have to hold yourself to a higher standard than the guys for sure.

Be good at the
job

Carmen: Oh, I think it makes it way harder, because people just assume you're not competent, and that you're not strong, and that you can't row heavy boats in whitewater, or run a motor, or lift sh**... and you just have to work so much harder. I always work with a lot of dudes who I love, but are kind of dipsh**s and maybe not the most competent... with their thoughts. They're fine...They're average guys, and every single woman I work with is so out of the ... like, spectacular.

Don't
sleep
around

Megan: Are you a bitch or are you a slut?" And I was like, "What?" She's like, "Are you a bitch or a slut?" and I was like, "I don't know what you're talking about."

She's like, "Have you f***ed a river guide, or do you hang out with the river guides?" And I was like, "Man I hang out," and she's like, "Good, keep it that way, you'll go so much farther." And so that's what I tell my rookies. Like, listen, the less you like, if you want to go ahead and go through that baker dozen you can have it, right? The guys won't respect you, right? They'll just want to f*** you.

Don't
sleep
around

Corrine: I definitely know that each season you kind of have that one girl that tends to make her way through raft camp pretty quickly. And she kind of gets a little bit of a reputation with that. But I didn't know that they actually had like an award kind of thing. Although the guys tended to not mess with me too much because they knew that I could hold my own and so if they said something I would like call them out on it and stuff like that.

Sleep
around

Bailey: I was friends with people that just thought that sleeping with people would get them work, or whatever, but I tried to be good at the job.

Sleep around

Corinne: It seems like sometimes like there's a first year, every year or so, that thinks that by sleeping with the senior staff she's going to get a better schedule I would think. I've definitely noticed that and people are kind of like, "Just because you're sleeping with a 10-year guide does not mean you are a 10-year guide." I don't know whether it helps them or not. I don't entirely pay attention to just one individual's schedule other than my own.



Get a
boyfriend

Elise: I was dating someone very seriously, a man very seriously, and so everyone kind of respected that and didn't really bother me too much.



Get a
boyfriend

Mary: Yeah. I eventually ended up just sticking to a relationship with one of them and staying in that relationship well past any time that I should've stayed with him, more for safety than for love, just so that I wouldn't have to worry, like I had his ... Since he was my boyfriend, I had that protection.

Warn
Each
other

Pearl: But, yeah, there are times where it can act as a protectant/protector. And it's that I think, kind of that dynamic of in any workplace how women will do that whisper thing like: Hey, look out for this guy, he's bad news. He'll play that game and he'll, you know? You'll do great as long as you do such and such. So, that kind of exists not in exactly the same way as it might in the traditional workplace.

Warn
Each
other

Amelia: You knew who was not above board. You knew who to not hang around with. You knew who to not be alone with. That existed. There were people that they were like, "Don't go on an overnight by yourself with them. That's not cool," which means, of course, somebody else did and learns that lesson.

They Leave

Hazel: A lot of the females didn't stick around that long. Kendra and I have been the longest running females for that company. And she was four or five years and I was nine.

They Leave

Kim: My sister left because she was assaulted. Which is part of the reason that I didn't come back and live, full-time.

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

ABOUT A-DASH

We are river and training professionals collaboratively supporting organizations eliminate workplace discrimination and harassment through policy assessment, training and organizational change.

A-DASH (Anti-Discrimination and Sexual Harassment) focuses on a behavior and culture commonly accepted and tolerated in many organizations.

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

A photograph of two women kayaking on a river. The woman in the foreground is wearing a red shirt, a blue cap, sunglasses, and a life vest. She is holding a paddle with an orange blade. The woman behind her is wearing a blue life vest. They are in a grey inflatable kayak with 'KOKOPELLI' and 'PACRAFT' written on it. The background shows a river with a forested hillside under a clear blue sky.

WHERE DID A-DASH COME FROM?

Recognizing work already being done

Follow-up action from 2019 AOA Conference

This course will be useful for managers, owners and human resources professionals who:

Find it challenging to keep up with the changing expectations of organizational culture surrounding diversity and sexual harassment, and

Are ready to add effective workplace practices to their personnel policy.

Strategies and resources will be shared.

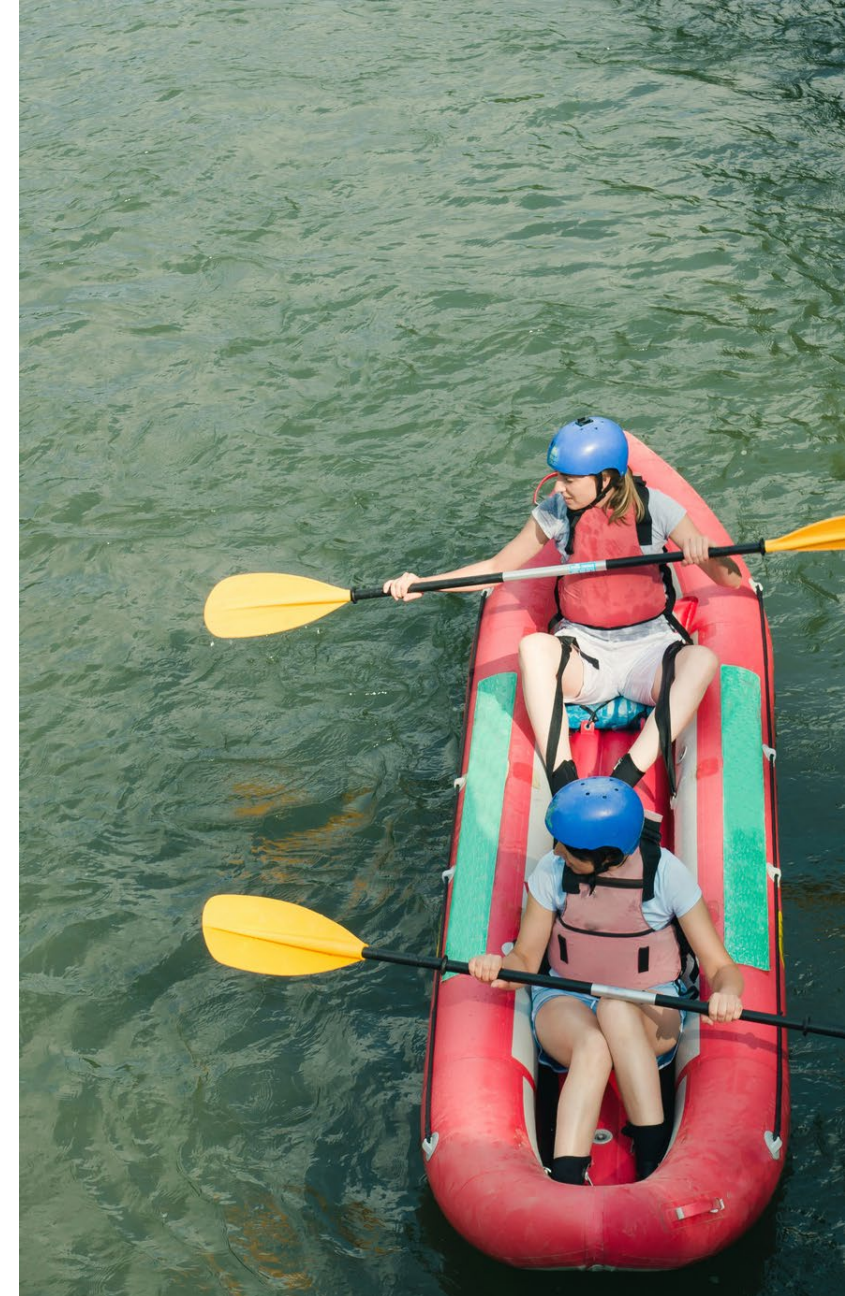
THIS COURSE IS FOR YOU

If you are interested in changing the conversation around sexual harassment in the outdoor spaces where your employees and customers live, work and play through:

An opportunity to discover findings from research focused on sexual harassment in the whitewater community; and

Hands-on training: instruction, small group breakout, and role play - tools you can use to initiate culture change in your organization.

www.a-dashcollaborative.org





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 experiences

A-DASH Collaborative, its offerings



INTRODUCTION OF RESEARCH

How women are described: think twice about the terms

Strategies women use to 'fit' the culture

ADDRESS THE CULTURE OF SEXUAL HARASSMENT

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

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

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

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



CONSIDERATIONS FOR A REPORTING STRUCTURE

Share something you can take away today

Turn & Talk: What is it currently in your organization?

Aspects of strong reporting structures



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Please fill out a survey for this session.