GENDER EMPOWERMENT IN THE POST #METOO WORLD

League of California Cities Mayors and Council Members Executive Forum June 27, 2018

...RECALCULATING FOR THE CULTURAL SHIFT
Gender Empowerment in the post #MeToo world

Panel Discussion

Moderator: Jesse Loren, Winters City Councilmember, retired teacher, citizen scientist

Jan Arbuckle, Prior Sacramento Deputy Sheriff, Grass Valley Councilmember, Women’s Caucus past President, LCC First Vice President

Kirsten Keith, Menlo Park City Council, Attorney, First Vice President LCC Women’s Caucus.

Randall Stone, Chico Councilmember, teacher, ally, and serves on Chico’s Assessment Appeal Board.

Stacey Sheston, Employment Attorney and Sexual Harassment Training presenter, also Partner at BBK LLC.

QUESTIONS ON CARDS ANSWERED AT THE END OF PANEL
A·BRA·HAMS·IC
.äbrəˈhamik/
 adjective
1. denoting any or all of the religions (Judaism, Christianity, and Islam) that revere Abraham, the Biblical patriarch.
"the monotheistic faiths that grew out of the Abrahamic heritage"
2. relating specifically to the Biblical patriarch Abraham.

Women’s rights are still evolving...

Coverture- Conveyance of all rights of women to husband upon marriage, including consent came with Normans and carried through to 19th century.

Marital rape laws in all 50 states

12th century 1920 1993

Voting rights 1920, in Southern states, 1960...
#MeToo

- 2006 Hashtag created by Tarana Burke
- 2017 Revived on social media to call attention to the prevalence of sexual assault in the workplace.
- Provided a clearer sense of the magnitude of the problem.
- Promoted empathy and shared experience.

October 15, 2017, within 48 hours #MeToo was retweeted nearly a million times.

More than 12 million Facebook posts, comments and reactions referenced the #MeToo Hashtag.
#METOO second wave

Calls attention to institutionalized practices that protect perpetrators and allow them to continue victimizing.

Focuses on Best Practices of Leadership and Accountability

Encourages conversations on consent

Focuses on sexual harassment in the workplace as a labor issue because of lost wages and economic disadvantages in the way it has previously been addressed.

Recalculation requires:

- Leadership
- Accountability
- Partnership
WELCOME TO GENDER EMPOWERMENT IN THE POST #METOO WORLD.

Implicit Bias: What You Don’t Know CAN Hurt You (and Others)
What is Implicit Bias?

- Attitudes or stereotypes that affect our understanding, actions, and decisions in an unconscious manner.

Both favorable and unfavorable assessments, are activated involuntarily and without an individual’s awareness or intentional control.
What is Implicit Bias?

- Different from known biases that individuals may choose to conceal for the purposes of social and/or political correctness.

Characteristics of Implicit Bias

- Pervasive
- Related to, but distinct from, explicit bias
- Do not necessarily align with our declared beliefs
- Favor our own “in-group”
- Malleable
Where does bias impact us?

- Perceptions
- Attitudes (and reactions toward some)
- Behaviors (openness, friendliness)
- Attention (who gets ours?)
- Listening Skills (see above)
- Validation (to whom do we give our stamps of approval?)

Certain Factors Make it Worse (or More Likely to Show Up)

- Stress/Anger
- Ambiguous or sparse information
- Distraction
- Time pressure
- Lack of feedback
What Can We Do About It???

- Awareness – of what “implicit bias” is and what yours are

https://implicit.harvard.edu/implicit/takeatest.html
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https://www.aauw.org/2016/03/30/fight-your-biases/
As Individuals

■ Awareness and motivation to change
■ Exposure- emphasizing listening
■ Use inclusive language
■ Check your environment (physical & social media) for inclusion/diversity
■ Focus on your process/decisionmaking where stigmatized groups are involved- emphasize concrete factors not “gut”
■ Get feedback about it (reality check)

People Skills Training

■ Implicit Bias Awareness
  - “Privilege Walk” exercise
    https://www.youtube.com/watch?v=hD5f8GuNuGQ
  - http://kirwaninstitute.osu.edu/research/understanding-implicit-bias/
  - http://kirwaninstitute.osu.edu/chipping-away-at-implicit-bias/

■ Mentoring/Modeling
  - Common courtesy applied equally
  - Focus on competencies
  - Back to basics
As Institutions

■ Commit to diversity and inclusion – in a proactive way (outreach, promotion)
■ Training
  - Target leadership first
  - Involve those seen as powerful/decision-makers in the training
■ Empower mentors for women

Thank you for attending.

Stacey Sheston
Partner

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WHAT IS GAS-LIGHTING?

A form of manipulation that seeks to sow seeds of doubt in a targeted individual or targeted group, hoping to make them question their own memory, perception, and sanity.

Who gaslights?

- Absolutely anybody and usually a person placed in a position of trust.
  
  “It doesn't happen that way. There weren't any arguments or curses like in the movies…. They come as your friends, the people who have cared for you all of your life, and they always seem to come at a time when you're at your weakest and most in need of their help.” – Henry Hill
WHAT IS THE AFFECT?
• You question your sanity
• Question your soundness of judgment
• Denial of your reality/perception
• Undermines sense of Self

HOW?
• They suggest you’re remembering incorrectly.
• Say you’re too sensitive ("just a joke")
• Desensitize “You’re the problem.”
• Not True/Didn’t happen
TOOL #1

Reality Check –
“What gets measured gets done.”
“What you monitor you manage”
Overwriting people’s reality is not okay!
People aren’t to be controlled or possessed
You are okay to validate your feelings.


ds | ADJUST BEHAVIOR
-- | -* You goal is not to validate through the gas-lighter
 Objectives of conversations
 (These are often shifted by the gas-lighter)
 Validation of feelings
 Reassurance that you’re valued
 Understand that behavior is harmful to you and needs to stop
 Agreement to take some sort of action
 - Surely challenges will be attacked…
 Some gas lighters have no idea that they are engaging in this action and will want to reform

Tool #2
TOOL #3

- **REASSERT POWER AND CONTROL**
  - *The gaslighter will challenge the individual through the aforementioned steps.*
- Reassert the original objectives (Tool #2)
- Label the phenomenon – “This is gaslighting.”
- Disengage – feelings are not up for debate

Feelings and experience are not open to debate.
PROTECTING YOURSELF

Most effective tool is awareness.

Awareness takes the power away.

Get a trusted third opinion.

Do not validate through the gas-lighter.

Reinforce objectives

Feelings are not debatable

Leadership Goals

Staff, individuals, and employees cultivate

- A strong sense of self
- A strong sense of mutual respect
- Peers that support healthy relationships
- Clear boundaries/Clear expectations
Thank you for attending-
Randall Stone

Next up, Kirsten Keith

COMMUNITY AND SELF-AWARENESS

With Kirsten Keith- Menlo Park
#Me Too: Implicit Bias: Gaslighting, Best Practices

1. Examine Implicit Bias to find out what biases are carried by you or your organization.

2. Be aware that gaslighting undermines growth and success of your organization.

3. What more can you do as an organization or as an individual?

33 Million American women have been harassed at work

- Acknowledge the magnitude of the problem.

ABC News/Washington post poll – 10.17.2017
18% of all sexual harassment charges filed with the EEOC are filed by men.

EEOC select task force on the study of harassment in the workplace 2016 report

It's not just women.

The Ginger Rogers Effect

In social science experiments, when men and women are presented with the same credentials, qualifications and backgrounds, even identical resumes for a job that is traditionally male, it is consistently found that the woman is seen as more incompetent than the man, or she is judged as too pushy.
It goes along with implicit bias:

- Women are often expected to be twice as qualified.
- Women often hold themselves to that standard, and it leads to “imposter syndrome”.

**Ginger Rogers Did Everything Fred Astaire Did But Backwards And In Heels.**

**Imposter syndrome**

- All these people really seem to have it together, and I still have no idea what’s going on.
Tip: Recruit without biased language

Sixty-four percent of companies ensure that job descriptions don’t use biased language and 36% don’t

Women in the Workplace 2017 Study by LeanIn.Org and McKinsey & Company

Pro tip: Internal Assessments

- (Do you hear: “That’s just his weird sense of humor,” or “it’s just a mismatched perception?”) Hmmmm?
- You might give a climate survey to have a better understanding of workplace conditions.
- State Mandatory AB 1875 needs to happen regularly and might also include:
  - Diversity, inclusion and belonging strategies, implicit bias, Civility examples, bystander training, supervisory best practices.
- But is it enough?
Tip: Gender representation

Fifty percent of men think women are well represented in companies where ten percent of senior leaders are women.

Women in the Workplace 2017 Study by LeanIn.Org and McKinsey & Company

Tip: A Diverse Workplace

- Can you set diversity goals?
- Retention goals?
- What can you do to promote diversity, inclusion and growth?
Tip: Work and Thrive

- Having a culture that protects all employees for the sake of creating a respectful and comfortable work environment—instead of merely to avoid liability—will invigorate your workforce in this new era.

Empowerment actions:

- See Something Say Something
- Interrupt an action or conversation using redirection.
- Ask for help
- Use proximity to support a targeted person, if it is safe to do so.
- “Hey, that’s not ok”
Your Leadership is important!

- City Managers and elected officials can work to make sure the city has a mission statement that does not tolerate harassment.
- Cities can review their policies to make sure the policies and procedures in place are effective.
- Set the tone at the top.

Leadership tip:

City leaders set the tone
Supervisors enforce the tone
Accountability ensures trust in leadership, which reinforces a healthy place.
Leadership also means

■ Treating other officials with dignity and respect
■ Holding employees and associates to high standards
■ Evaluating internal policies and procedures
■ Using “See something say something”
■ Reevaluating your city’s mission statement: Post it
■ Uplifting through example, knowledge and commitment

Decide Today

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<tr>
<th>Recognize</th>
<th>Accept</th>
<th>Decide</th>
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<tr>
<td>Recognize we have all lived rich lives, and have different backgrounds and experiences.</td>
<td>Accept that we all have held biases</td>
<td>Decide not to let them limit you or motivate your actions/inactions.</td>
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IF ALL ELSE FAILS...

- Be secure in who you are.
- Be secure in what you know.
- Your unique experience will inform your decisions.
- On Council, your vote is equal to others.
Gender Empowerment Overview

WHAT DOES IT ALL MEAN?

Jan Arbuckle - Grass Valley
IT’S COMPLICATED, BUT WE’VE GOT THIS!

Thank You.
Please pass forward your questions.

Thank you for caring and being our partners in making communities thrive.
Thank you from all of us!
Jesse Loren, Stacey Sheston, Randall Stone, Kirsten Keith, Jan Arbuckle
Some resources:

- Read *Lean In: Women, Work and the Will to Lead* by Sheryl Sandburg.
- Read Lilit Marcus’ book *Save the Assistants*:

Follow up questions can be directed to Jesse Loren

Jesse.loren@cityofwinters.org