

# 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

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

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

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

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

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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·HAM·IC

ˌabrəˈhɑːmɪk/  
*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

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

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Focuses on Best Practices of Leadership and Accountability

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Encourages conversations on consent

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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.



## What is Implicit Bias?

- 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>

## Native IAT

and Native American faces in either classic or modern dress, and the names of places that are either American or Foreign in origin.

## Asian IAT

*Asian American* ('Asian - European American' IAT). This IAT requires the ability to recognize White and Asian-American faces, and images of places that are either American or Foreign in origin.

## Gender-Science IAT

*Gender - Science*. This IAT often reveals a relative link between liberal arts and females and between science and males.

## Gender-Career IAT

*Gender - Career*. This IAT often reveals a relative link between family and females and between career and males.

## Disability IAT

*Disability* ('Disabled - Able' IAT). This IAT requires the ability to recognize symbols representing abled and disabled individuals.

## Weight IAT

*Weight* ('Fat - Thin' IAT). This IAT requires the ability to distinguish faces of people who are obese and people who are thin. It often reveals an automatic preference for thin people relative to fat people.

## Arab-Muslim IAT

*Arab-Muslim* ('Arab Muslim - Other People' IAT). This IAT requires the ability to distinguish names that are likely to belong to Arab-Muslims versus people of other nationalities or religions.

## Sexuality IAT

*Sexuality* ('Gay - Straight' IAT). This IAT requires the ability to distinguish words and symbols representing gay and straight people. It often reveals an automatic preference for straight relative to gay people.

## Skin-tone IAT

*Skin-tone* ('Light Skin - Dark Skin' IAT). This IAT requires the ability to recognize light and dark-

## Implicit Association Test

Next, you will use the 'E' and 'I' computer keys to categorize items into groups as fast as you can. These are the four groups and the items that belong to each:

Category	Items
Male	Ben, Paul, Daniel, John, Jeffrey
Female	Rebecca, Michelle, Emily, Julia, Anna
Career	Career, Corporation, Salary, Office, Professional, Management, Business
Family	Wedding, Marriage, Parents, Relatives, Family, Home, Children

There are seven parts. The instructions change for each part. Pay attention!

Continue

## What Can We Do About It???

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

<https://implicit.harvard.edu/implicit/takeatest.html>

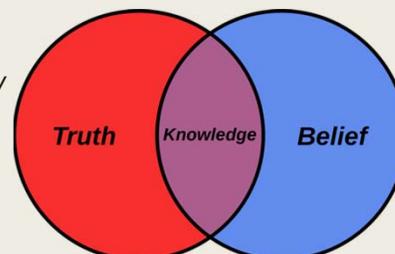
<https://www.aauw.org/2016/03/30/fight-your-biases/>

## 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

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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.

Randall Stone, MPA  
Councilmember – City of Chico

## 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

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## 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

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## 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.*

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## Tool # 2

### ■ 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  
#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

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## 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

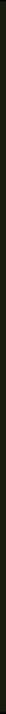


18% OF ALL SEXUAL  
HARASSMENT  
CHARGES FILED WITH  
THE EEOC ARE FILED  
BY MEN

It's not just women.



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



## 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.



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

- 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”.

## Imposter syndrome



## 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.

From LOCC Women's Women's Caucus presentation \*  
BWSLAW.COM

### 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

### Recognize

Recognize we have all lived rich lives, and have different backgrounds and experiences.

### Accept

Accept that we all have held biases

### Decide

Decide not to let them limit you or motivate your actions/inactions.

IF ALL ELSE  
FAILS...

**WHAT IF I TOLD YOU**



**YOU CAN FAKE IT TILL YOU  
MAKE IT**

- 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 Sandberg.
- Read Feminist Fight Club: An Office Survival Manual for a Sexist Workplace by Jessica Bennett.
- Read Lilit Marcus' book Save the Assistants:
  
- Follow up questions can be directed to Jesse Loren  
Jesse.loren@cityofwinters.org