



A (Cis) Man's Place Is in This Session

No, Really, Come to This
Session

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2023 | APRIL 16-18

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Welcome.
You are in the right place.
(Whoever you are.)

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And we are...

- Ashley Belanger
- Cherian Koshy
- Heather Hill
- Tycely Williams



**A (cis)man's place is calling out
and calling in.**

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“But, I wouldn’t do that!”

You may be thinking that this doesn’t apply to you.

Most of us wouldn’t intentionally discriminate against or harass another person...

...however, there are many unintentional ways this can occur.



Intent vs. Impact - Microaggressions

- Columbia University professor and leading psychologist Dr. Derald Wing Sue defines microaggressions as “the everyday verbal, nonverbal, and environmental slights, snubs, or insults, whether intentional or unintentional, which communicate hostile, derogatory, or negative messages to target persons based solely upon their marginalized group membership.”
- People who commit microaggressions may not be aware of them, yet these types of incidents inhibit women from doing their best work, being optimally productive and undermine their success
- Several research studies have also documented the adverse effect on mental health caused by microaggressions



What are examples of microaggressions?

- Microassaults –overt and verbal or behavioral. Name calling, avoidance, telling sexist jokes
- Microinsults — subtle snubs that convey stereotypes, rudeness or insensitivity. Asking women to be the secretary/notetaker, taking over physical space
- Microinvalidations — minimalizing or dismissing lived experience. Attributing success to gender or appearance, ignoring women’s contributions in a meeting



Recognition and Response

- Awareness of microaggressions—yours and those of others—is the first step. But, how do you respond?
 - Choose your moment – either “calling out” in the moment or “calling in” through a follow-up conversation
 - Choose your participants – is this a conversation you can have, or are there others who should be involved?
 - Choose your approach – ask questions (eg “Help me understand what you meant by...?”), discuss intent vs. impact, correct the inappropriate behavior



**A (cis)man's place is recreating
the system.**

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The 4 “I”s of Oppression: The System We Live In

- **Ideological Oppression**

At some level, we believe [white cis hetero] men are better.

- **Institutional Oppression**

If we believe [white cis hetero] men are better, then we make it so.

- **Interpersonal Oppression**

If we make it so, then we normalize the disadvantage of women.

- **Internalized Oppression**

If we normalize the disadvantage of women, we eventually adopt the dominant ideology ourselves.



The System Reinscribes Itself, But Only If We Let It

- According to AFP's 2018 study, about 25% of female fundraisers have experienced sexual harassment on the job...
- 96% of the perpetrators were men... 70% of perpetrators held positions of power.
- Only 43% of victims reported to the organization.
- Loads of research outside of the field shows time and again that sexual harassment & sexual assault are grossly underreported.



No one of us is at fault.

But individual actions do have ripple effects...

And each of us is part of the way forward

... To where we each get to live fully into who we are.



**A (cis)man's place is better
mentoring and sponsoring.**

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The Issue

- Gender disparities in professional growth opportunities
- Importance of mentorship and sponsorship for career advancement



Strategies for Better Mentorship

- **M: Mindful of biases**
 - Educate oneself on gender biases
 - Reflect on and challenge one's own assumptions
- **E: Engage women in mentoring relationships**
 - Actively seek out women to mentor
 - Provide guidance and support tailored to their needs
- **N: Nurture diverse networks**
 - Foster connections between women and other professionals
 - Create opportunities for women to expand their networks
- **T: Take responsibility for sponsorship**
 - Be intentional about sponsoring women
 - Advocate for women's career advancement within the organization
- **O: Openly promote women's accomplishments**
 - Share and celebrate women's successes
 - Ensure women receive recognition for their contributions
- **R: Recognize and address barriers**
 - Understand the unique challenges women face in the workplace
 - Work together to dismantle systemic barriers to women's advancement



Conclusion

- The importance of men's involvement in promoting gender equity
- The benefits of diverse and inclusive workplaces for all
- Commitment to being better mentors and sponsors for women



And now,
a little bit of theatre...

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**A (cis)man's place is self-
reflection.**

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5 Stages & Tips for Self-Reflection

- Reporting
- Responding
- Relating
- Reasoning
- Reconstructing



Reporting

What to do

A brief description of the experience/problem or issue

What's included

The key elements of the incident that are essential for you to communicate the situation

Helpful questions

- What happened?
- What are the key aspects of this situation?
- Who was involved?
- What did I do?



Responding

What to do

Provide your personal response to the situation.

What's included

Your feelings and thoughts about the experience, as well as any observations and potential questions you have.

Helpful questions

- How did what happened make me feel?
- What did I think?
- What made me think and feel this way?



Relating

What to do

Provide your understanding of how the situation relates to your own knowledge and past experiences.

What's included

Your connections between past experiences, your skills, knowledge, your understanding and the situation.

Helpful questions

- Have I seen this before?
- What was similar/different then?
- Do I have skills and knowledge to deal with this?



Reasoning

What to do

Explore and explain the situation or experience.

What's included

Significant factors within the situation and how they are important to understanding what happened.

Helpful questions

- What is the most important aspect of this situation and why?
- Are there people or information that can help me make sense of the situation?
- How do different perspectives (for example as a relative or professional) affect the way I understand the situation?
- How would someone who is knowledgeable about these types of situations respond?



Reconstructing

What to do

Reframe or reconstruct future practice by drawing conclusions from the four previous stages. Use this to develop an action plan for what to do next.

What's included

Your deeper understanding and summary of the learning. You will also have to include an action plan, arguing for why it will work.

That can be based on new knowledge gained from the Relating and Reasoning stages.

Helpful questions

- How would I need to do this differently in the future?
- What might work and why?
- Are there different options?
- Can I make changes to benefit others?
- What might happen if...?



**Everyone's place is
committing to action.**

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Thank you.

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