

Sexual Harassment And Social Movements

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- Sexism exists EVERYWHERE & we are all socialized into it
 - sexism supports racism, capitalism, etc & vice versa
- Sexism doesn't just disappear when we enter movement spaces
 - sexism and sexual harassment are always in social movements
 - sexual harassment isn't isolated - it's connected to a system of sexism
- Talking about sexism, homophobia, transphobia is NOT DIVISIVE
 - Sexism, Homophobia, and Transphobia are what is divisive

Some definitions

- **Socialization:** Refers to the lifelong process of inheriting and disseminating norms, customs and ideologies, providing an individual with the skills and habits necessary for participating within their own society. Socialization is thus "the means by which social and cultural continuity are attained."
- **Male privilege:** A term for social, economic, and political advantages or rights that are made available to **men** solely on the basis of their sex. A man's access to these benefits may also depend on other characteristics such as race, sexual orientation and social class.

Some definitions

- **Heteronormativity:** The view that all human beings are either male or female, both in sex and in gender, and that sexual and romantic thoughts and relations are normal only when between people of different sexes.**

**Source: Boundless. "Socialization and Human Sexuality." Boundless Sociology. Boundless, 08 Jun. 2015. Retrieved 09 Jun. 2015 from <https://www.boundless.com/sociology/textbooks/boundless-sociology-textbook/sexuality-20/socialization-and-human-sexuality-137/socialization-and-human-sexuality-751-10492/>

The Black Lives Matter Movement

- **Is at its HEART a Feminist and LGBTQ movement**
 - Black Lives Matter started by black queer women
 - More women of color and LGBTQ people in positions of leadership
 - Black Lives Matter must include ALL Black Lives!
 - Patriarchy, Racism, Capitalism, and Heterosexism all support each other as systems of power that divide and conquer
 - Past Black Liberation movements let sexism go and pushed women to the background

Sexual Harassment

Sexual Harassment – What It Is

- It includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature.
- Such conduct has the purpose or effect of unreasonably interfering with an individual's performance or creating an intimidating, uncomfortable, hostile, or offensive environment.
- Can be verbal, non-verbal, physical, or digital (phone or online)

Sexual harassment circumstances – Who does It

- The victim as well as the harasser may be a woman or a man. The victim does not have to be of the opposite sex.
- The victim does not have to be the person harassed but could be anyone affected by the offensive conduct.
- Not all men sexually harass but most sexual harassers are men.

Sexism in the movement isn't limited to Sexual Harassment. It can also look like:

- Gendered roles and gendered labor
- Mansplaining
- Sexist Language
- Talking over or interrupting women when they speak
- Ignoring women's & LGBTQ issues, or ignoring intersectionality of WOC, POC lives.
- Sexual assault & domestic violence
- Other examples?

ANATOMY OF THE *Mac* ACTIVIST

GLASSES 1

(to feign intelligence - with or without prescription lenses)

neat, but not too neat FACIAL HAIR 5

solidarity with style: **KEFFIYEH 6**

CULTURAL TATTS 7

(adinkras, rays, stars, fists, roots...)

POLITICAL T-SHIRT 8

(boasting justice for someone... somewhere... maybe in a third world country.)

\$1 "political cause" BRACELET 9

STUNNA SHADES 10
(to disguise the wandering eyes)

"underground" (not really) hip-hop on the **IPOD 11**
with baby-making music to impress his next queen.

COFFEE 12
from neighborhood hipster coffee shop
(organic, fair trade obama blend)

PAPER & PEN 13
for deep thoughts, phone numbers
and power-mapping behind your back.

more deep thoughts in a so-called **"POEM" 14**
to inspire sympathy in his next conquest.

NICE KICKS 15
(priority: "style" over sweatshops)

16 BOOKS

incl. Malcolm X,
the Alchemist,
bell hooks'
All About Love...



FEDORA (or) KANGOL 1

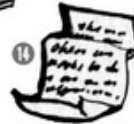
(corny and/or awkward)

2 PICK UP LINE

what's
good
Goddess..?

3 IPHONE/PDA

(for cupcaking,
tweets, texts, e-mail,
ESPN updates,
FB alerts...)



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A political activist who uses their reputation for activism, organization, and political ideology for the purpose of hitting on people.

Disguises sexual harassment as movement work (can I call you to talk about... and then calling them for personal reasons.)

Consent



Consent looks like?

-Voluntary, positive agreement between all participants to engage in a specific activity

- All parties must agree to each activity (saying yes to one activity is not consent to all activities)
- All parties must be able to consent (of age, not under the influence of drugs, alcohol, or sleeping)
- It is not consent if an individual is too scared to say no
- Persistence as a way to wear someone down is not consent.
- The absence of no is not consent. Silence is not consent. Assumptions based on a person's body language is not an excuse
- It can change- the person has the right to say no, even if they "seemed interested" previously
- If you hold more power or status than the other person in the situation, do not use your power or status to coerce a positive response. A coerced "yes" is not consent!

NO MEANS NO

NOT NOW MEANS NO

WAIT... MEANS NO

I'D RATHER BE ALONE MEANS NO

NO THANKS MEANS NO

I HAVE A BOY/GIRLFRIEND MEANS NO

MAYBE LATER MEANS NO

LET'S JUST GO TO SLEEP MEANS NO

UHHH...MEANS NO

IT HURTS MEANS NO

FUCK YOU MEANS NO
(FUCK ME MEANS YES)

I'M NOT IN THE MOOD MEANS NO

YOU'RE NOT MY TYPE MEANS NO

SILENCE MEANS NO

STAYING STILL MEANS NO

I REALLY LIKE YOU BUT... MEANS NO

YOU'RE/I'M DRUNK MEANS NO

NOT KISSING BACK MEANS NO

I'M NOT SURE MEANS NO

YOU'VE/I'VE BEEN DRINKING MEANS NO

STOP MEANS NO

DON'T TOUCH ME MEANS NO

FUCK OFF MEANS NO

www.myspace.com/thundercollective

How can we address
violence, harassment,
and oppression within
our own group and
communities?

Solutions

- Hold yourself accountable for sexism
- Men: hold other men accountable
- Don't get defensive: Listen, Learn, Apologize.
- Recognize that sexism is often unconscious (part of our socialization)
- Men: Being told no or being challenged is not an assault to your masculinity
- Recognize that to be anti-sexist is an ongoing process: Always challenge yourself to be better

Solutions

- If you experience harassment and it feels safe, tell someone when they have crossed the line.
- Seek help from the group if this isn't viable or doesn't work
- Recognize that internalized sexism can cause women to not believe each other: challenge ourselves on this

Solutions: Group Accountability

- Transformative Justice Model (not restorative justice)
 - Goals
 - Give the person harmed what they need/hold the person who harmed accountable
 - The entire community is impacted by forms of violence and harassment and it is up to all of us to deal with the situation.
 - Make changes in the community to prevent violence from happening in the future
 - We have to fight systemic oppression in all its forms

Transformative Justice: what to do

- Prioritise the safety, support, and self-determination of the survivor. Recognise the humanity of everyone involved.
- Develop sustainable strategies to address community members' abusive behavior. Create a process for members to account for their actions and transform their behavior.
- Commit to ongoing development of all community members to transform the political conditions that reinforce oppression and violence.

REMEMBER-- YOU ARE ACCOUNTABLE FOR YOUR BEHAVIOR. The accountability process may include your exclusion from the group if survivors/members feel the space is no longer safe.

Transformative Justice: Suggestions

- Create accountability team
 - One Team
 - Survivor can come to team to develop strategy for moving forward.
 - Team talks to both survivor and person who committed harm/violence
 - Two Teams
 - One team works with survivor, one with person who committed harm/violence

Transformative Justice: Model

- Someone wants someone held accountable: They approach the accountability group to design accountability process.
- Person harmed lists demands. For example:
 - pay for my STI treatment, abortion, other medical needs
 - address your drug/alcohol problem
 - if you see me out, it is your responsibility to leave
 - don't talk to or contact me
 - don't go to such and such meeting
 - write me a sincere letter of apology (possibly public)
 - disclose to certain people that you are part of an accountability process
- Demands drive the design of the process, and the person who is harmed leads the design process
- The accountability team meets with the person who did the harm and works with them to ensure the demands of the accountability process are met. There are regular check-ins until the accountability process is completed (can be months or years)
- If the person refuses to engage with or complete the accountability process, there are repercussions (for instance, being asked to leave the group permanently)

Just Don't Do It!!!

It is sexist and oppressive!

It weakens the movement.

It discourages people, mainly women, from joining and staying in organizations and the movement.

Get-togethers to work on movement stuff is not a date.