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City and County of San Francisco
Department on the Status of Women



Mark Farrell
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2018 Gender Inclusion Training for San Francisco Recreation and Parks Department

Training Summary

At the request of the San Francisco Recreation and Parks Department, the Department on the Status of Women created a one-hour gender inclusion training for gardeners and supervisors. On May 29, June 1, June 4, June 11, and June 12, 2018, Director Emily Murase and Workplace Policy Director Elizabeth Newman facilitated training sessions for a total of 213 employees of the Recreation and Parks Department. Each one hour session followed a presentation on identifying and preventing workplace harassment by Recreation and Parks Department Human Resources. The gender inclusion training covered issues related to gender bias in the workplace and tips for making the workplace more inclusive. Activities included an interactive icebreaker showing the spectrum of opinions in the room, a discussion of gender stereotypes and how they can be limiting and harmful, tips for being an ally, example scenarios to practice inclusive behaviors, and an opportunity to make a personal commitment to exercise these behaviors in the future.

Of the 213 Recreation and Parks Department staff who attended the training, 178 completed evaluations—an 84% response rate. The evaluations scored the effectiveness of the training overall and the usefulness of each activity. On average, the participants agreed that they felt comfortable sharing their opinion, that the presenters were effective, and that they better understood the issues women face in the workplace and how gender stereotypes can be harmful, and they would use what they had learned to make their workplace more inclusive. The activities also received positive feedback, receiving an average response between somewhat and very useful.

The qualitative feedback was also predominantly positive. Participants called the training, “very well done,” and “super helpful.” Several participants acknowledged the need for increased gender sensitivity within their department, saying, “Rec & Parks should have done this training a long time ago,” and, “it was brave to talk about this to our department.” While some participants were already familiar with the issues discussed, others felt, “more follow-up is needed since it is new material for many of us.” These participants requested more time be devoted to having a nuanced conversation about gender in the workplace, saying, “the information deserves a more in-depth, interactive discussion.” They recommended “making the training longer/having a separate training on gender identity, especially non-binary.” Another limitation was that several participants felt uncomfortable sharing their opinions and worried, “there can be repercussions if people respond in unpopular ways.” Participants suggested they would feel more comfortable expressing themselves if supervisors, managers, and gardeners attended separate trainings, saying, “it’s still unnerving to share my opinion in a group with supervisors who might look at me differently.” These recommendations will be considered in future trainings.

Evaluation Summary

This summary averages the ratings from all five sessions.

Overall

1 = Strongly Disagree

2 = Disagree

3 = Agree

4 = Strongly Agree

I better understand the issues women face at my workplace.				Average Score: 3.06
1 (5%)	2 (7%)	3 (66%)	4 (22%)	
Selected Comments:				
<ul style="list-style-type: none"> • I am a woman & feel I already understand the challenges discussed today and then some • I would like to see more statistics • These topics are not new to me • Did not delve deep enough into issues • No actual example pertinent to gardening included • There are no issues at my workplace • All conceptual with very little specifics 				
I will take what I learned to make my workplace more inclusive.				Average Score: 3.32
1 (3%)	2 (1%)	3 (57%)	4 (39%)	
Selected Comments:				
<ul style="list-style-type: none"> • Because I strive to make everyone feel welcome & safe • We all can be more empathetic & self-improve • I will, but we have no women at my current workplace 				
I better understand how gender stereotypes can be harmful.				Average Score: 3.18
1 (4%)	2 (4%)	3 (61%)	4 (31%)	
Selected Comments:				
<ul style="list-style-type: none"> • I'm already very aware • God created them male and female, not gender fluid 				
I felt comfortable sharing my opinion.				Average Score: 2.99
1 (5%)	2 (12%)	3 (62%)	4 (21%)	
Selected Comments:				
<ul style="list-style-type: none"> • I don't think people were being honest but politically correct • There is a clear expectation that we say certain things to keep the class running smoothly • I'm cautious to discuss my gender and sex issues in large groups • I'm at work • Because of the attitudes of some of my coworkers 				
The presenters were effective.				Average Score: 3.33
1 (3%)	2 (2%)	3 (53%)	4 (41%)	
Selected Comments:				
<ul style="list-style-type: none"> • I'm not sure – I'm not sure if the macho sexist dudes at my site will change their views at all • It was hard to hear them • Condescending 				

Activities

1 = Not at all useful	2 = Somewhat useful	3 = Very useful
<p>Ice Breaker Average Score: 2.50</p> <p style="text-align: center;">1 (3%) 2 (43%) 3 (53%)</p> <p>Selected Comments:</p> <ul style="list-style-type: none"> • Fun and informative • Go deeper! • It was fun to have a walk around activity • Put people in uncomfortable position, sharing in front of whole group • For grade 1 students only • Shows people have differing opinions • This polarizes coworkers who may not agree on certain issues • Lightened things up 		
<p>Gender Stereotype Discussion Average Score: 2.42</p> <p style="text-align: center;">1 (4%) 2 (51%) 3 (45%)</p> <p>Selected Comments:</p> <ul style="list-style-type: none"> • More discussion on common gender group names like “guys/dudes” • Super helpful – glad the old timers are learning about this stuff • Seemed a little outdated • More men speakers to help men understand 		
<p>Scenarios Average Score: 2.50</p> <p style="text-align: center;">1 (3%) 2 (44%) 3 (53%)</p> <p>Selected Comments:</p> <ul style="list-style-type: none"> • Good to write/read/practice good behaviors 		
<p>Tips & Commitments Average Score: 2.48</p> <p style="text-align: center;">1 (2%) 2 (49%) 3 (50%)</p> <p>Selected Comments:</p> <ul style="list-style-type: none"> • Give more subtle examples – even your examples have a number of stereotypes • Good information 		

Additional Feedback:

- Include guy stereotypes
- Video examples were effective and not outdated – nice!
- I enjoyed the presentation
- Include time for cleanup in prioritizing time
- It's important to address that some people that identify with non-gender pronouns can take offense to being called "hey guys" in a group
- More examples of problems and solutions
- Great job!
- Just an aside, I do not think all people want to be put on the spot to disclose a gender or even put a label on it
- Women's issues in the workplace are very real and important – but transgender issues seem to be in a different category
- I think it would be beneficial to go over realities women face when coming forward and how traumatic that experience can be. Even though we went over how retaliation is illegal, what are the actual protections against it? How do you protect the victim legally and socially? What are other support systems for victims not through RPD?
- Good facilitation, well-practiced
- Wonderful job
- The postcard should be deleted from the program as it lacks privacy!
- I would like more discussion about pronoun usage
- I don't think this dept. would respect anyone who uses they/them pronouns
- I like the list of inclusive behaviors; reading aloud was a good tactic
- More thought given to actual group being addressed i.e. relevancy would make this more authentic
- Understand that men have issues too – since birth, boys have been mentally abused to become something that is unrealistic
- I think that somewhere within the program the consequences of the actions you take or what you say could have upon you. With the society we live in, they could range from admonishment to a lawsuit. People should be told that this is to educate them so that they can avoid trouble.



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**2018 Gender Inclusion Training for San Francisco Recreation & Parks Department
Training Agenda and Outline**

LEARNING OBJECTIVES

1. Understanding issues related to gender bias in the workplace.
2. How to be an ally. What you can do to make your workplace be more inclusive?

AGENDA

I. Introduction (3 minutes)

- A. Who are we?
- B. Who are you?
 1. Length of service
 2. Worksite
- C. Agreements:
 1. Participate, speak up and share information.
 2. Listen.
 3. Respect other's perspectives, you don't have to agree but be positive and constructive when disagreeing.
 4. Ask questions of us and of your coworkers to reach deeper understanding.
 5. Be open to new ideas and ways of thinking, create space to be wrong in pursuit of what is right.

II. Icebreaker Activity (15 minutes)

- A. Instructions: For each statement, line up along wall under the spectrum of responses ranging from strongly agree to strongly disagree (signs taped on wall).
- B. Statements:
 1. I am a Golden State Warriors Fan.
 2. I like to dance.
 3. Women can do physical labor as well as men.
 4. Men can be as caring as women.
 5. A person's sex and gender are the same thing.
 6. Women are treated equally at Rec & Park
 7. Gender equality benefits people of all genders.
 8. I can make my workplace more gender equitable.
- C. Debrief: For each statement, at least two participants are asked to share why they chose their response. At the end of the activity, participants are asked to share any reflections.

III. Gender Stereotypes (10 minutes)

A. Discussion

1. What is a stereotype? What are examples of gender stereotypes?
 - Personality traits — women as accommodating and emotional; men as self-confident and aggressive.
 - Domestic behaviors — women will take care of the children, cook, and clean the home; men take care of finances, work on the car, and do the repairs.
 - Occupations – women as teachers, nurses, men as pilots, construction workers.
 - Physical appearance – hair, make up, muscles.
2. How are gender stereotypes harmful?
 - Limiting options, including careers.
 - Consequences of going against stereotypes: teasing, exclusion, and violence.
 - Examples of how this plays out in male-dominated workplaces.

B. Video clip: PBS News Hour investigation into gender discrimination and sexual harassment and assault in US Forest Service

1. What issues were raised in the video?
2. What was missing?

IV. Tips (10 minutes)

A. Upstander engagement

1. Consequences of inaction: physical and mental toll on victims and witnesses, lower productivity and morale, greater absenteeism and turnover, plus discipline or legal penalties for perpetrator.
2. Role of male allies:
 - Bottom-up approach very effective at changing culture.
 - Ally confrontations empower others to challenge discriminatory behavior.
 - Men are more effective, seen as legitimate and credible when they confront sexism, not acting out of self-interest.
 - Incur fewer consequences than women who take on workplace sexism.
3. 3 D's: Upstander Actions
 - Directly confronting a situation.
 - Distracting by changing the conversation and the energy of the interaction or by distracting the individuals.
 - Delegating by finding someone who will be more successful in fixing the problem.

B. Inclusive Behavior Checklist: Participants read through each behavior and can ask questions.

V. Scenarios (15 minutes)

A. Instructions: 3 scenarios are divided by tables. Each table reviews their own scenario and questions, writes down their own answers, and then discuss at the table. Tables share out their responses.

1. At a gardening site, the Supervisor is handing out assignments for the day. The team is composed of 4 men and 1 woman. The assignments range in physical labor, from planting a tree, digging a ditch, or picking up garbage. The woman is assigned to pick up garbage for the third day in a row.
 - From the perspective of a team member, what can you do to ensure that the woman on the team has equitable work assignments?
 - From the perspective of a supervisor, what can you do to ensure that work assignments are equitably distributed?
2. During an off-site retreat with co-workers, a transgender co-worker goes to use the men's bathroom and is denied access by another person at the facility. When the transgender co-worker returns to the table and reports this to his co-workers, one of them says "Why are you so emotional about this? Just use the women's bathroom."
 - From the perspective of a team member, what can you do to be an ally to the transgender co-worker?
 - What could you say to the offending co-worker?
3. At the end of each workday, a guy on the Lawn Crew makes a joking remark to a woman on his crew, "I hate to see you go, but I love to watch you leave. You've got great assets!" She just rolls her eyes when she hears this, but it does bother her.
 - What are some reasons the woman would not confront or report the behavior to her supervisor?
 - What are some reasons the woman would not confront or report the behavior to her supervisor?

VI. Commitments and Evaluations (5 minutes)

A. Commitment Card: Participants receive a post card to self-address and make a commitment of one thing they will do to make their workplace more gender inclusive. Participants will be mailed their postcard approximately 6 weeks after the training.

B. Evaluation Form: Participants complete evaluation of training and provide feedback.

Gender Inclusion Training



**SAN FRANCISCO
DEPARTMENT ON THE
STATUS OF WOMEN**

Who We Are

San Francisco
Department on the Status of Women



Emily Murase, PhD
Director

Elizabeth Newman
Workplace Policy Director

Ground Rules

- What behaviors for success can we ALL agree to?
 - Participate
 - Listen
 - Respect
 - Ask questions
 - Remain open



Agree to Disagree



Questioning Gender Stereotypes



Inclusion Strategies

- Be an **UPSTANDER**
not a **BYSTANDER**:

1. Direct
2. Distract
3. Delegate



Scenario: What Can You Do?



Commitments



Questions?



Thank you!

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Inclusive Behaviors Checklist

- Make a habit of evaluating the intent and impact of your words and actions.
- Practice being more present by avoiding the distraction of multitasking.
- Avoid critiquing with nonverbal behavior, like rolling of eyes or checking a watch or mobile phone.
- Admit mistakes and apologize when necessary.
- Learn and use the correct pronunciation of people's names.
- Learn and use the correct pronouns for coworkers, residents and visitors.
- Be careful not to ignore, dismiss, interrupt or talk over people.
- Make sure people get credit for their ideas.
- Speak out (in supportive ways) against biases in who is assigned certain tasks, given certain projects, offered career advice or nominated for leadership opportunities.
- Set a daily intention to ensure fair and equitable treatment for everyone, regardless of similarities or differences.
- Create an atmosphere where people feel encouraged and discourse is valued, not merely tolerated.
- Sponsor or promote inclusion events.





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Gender Inclusion Training Evaluation
TODAY'S DATE: _____

1. Overall	Strongly Disagree	Disagree	Agree	Strongly Agree
1.1: I better understand the issues women face at my workplace.				
If not, why not?				
1.2: I will take what I learned to make my workplace more inclusive.				
If not, why not?				
1.3: I better understand how gender stereotypes can be harmful.				
If not, why not?				
1.4: I felt comfortable sharing my opinion.				
If not, why not?				
1.5: The presenters were effective.				
If not, why not?				
2. Please rate the activities below.	Not at all useful	Somewhat useful	Very useful	
Ice Breaker Activity				
Comments:				
Gender Stereotype Discussion				
Comments:				
Scenarios				
Comments:				
Tips & Commitments				
Comments:				

Do you have any additional comments or suggestions?