

Girl Talk

Target Audience: Leaders

Training Goals

- To identify indicators of inappropriate actions of other unit members
- To explore possible effects of sexist/sexual harassment/inappropriate behaviors
- To generate thoughts and ideas about how to best address this situation as a senior leader
- To understand different approaches in addressing complaints

Physical Setting:

- Participants seated at tables viewing monitors and transitioning into groups assigned by facilitator to discuss a possible COA. Then, sharing group's decision amongst all class members.

Procedures:

- Facilitator will arrange room for participants to observe monitor.
- Facilitator will read the training goals to the participants.
- Facilitator will show the video to the participants.

Facilitator reads: The video you are about to view depicts two female service members moving and sorting equipment when two male service members walk by and give the females a hard time. After the video, you will answer some individual questions and then discuss the situation as a group.

Facilitator plays the video.

Facilitator reads: Now that you have viewed the scenario, you have 5 minutes to individually answer the following questions:

- Did you observe any inappropriate actions and/or sexist behaviors? What were they?
- Name some possible effects the females may have felt after the incident.
- As a leader, explain how you could possibly address and correct this issue.
- How would you prevent further occurrences such as these in your unit?

After the 5 minutes, the facilitator reads the following:

Facilitator reads: Now that you have had the opportunity to come up with your own responses, as a group (of 5-10) you will share your responses with each other and come up with a consensus to share with the entire class. You will have 15 minutes to discuss your responses.

After the 15 minutes, ask for groups to volunteer to share their responses with their class.

Girl Talk

Discussion Key:

- Did you observe any inappropriate actions and/or sexist behaviors? What were they?
 - a. Yes, sexist behaviors/comments (girl/darling)
 - b. Yes, patronizing type comments and behaviors
 - c. Male members were not open to criticism of their behavior/actions
- Name some possible effects the females may have felt after the incident.
 - a. Anger, from continuous negative comments
 - b. Frustrated, from being treated differently
 - c. Tired, from same inappropriate comments and that no one address the comments or corrects the behavior
- As a leader, explain how you could possibly address and correct this issue.
 - a. Make an on the spot correction
 - b. Pull the men to the side and explain how comments can be perceived as hostile/offensive and can lead to a detrimental unit climate
 - c. Schedule corrective training which provides relevant examples so that members can learn to recognize inappropriate behaviors/comments
 - d. Sexual discrimination/harassment training
- How would you prevent further occurrences such as these in your unit?
 - a. Hold offenders accountable for actions
 - b. Establish policy letters and enforce regulations/guidelines
 - c. Conduct reoccurring professional development training

The verbal jabs at the working women are another example of sexist language and behaviors. Overtime, the grinding effect of these behaviors can foster an offensive and hostile working environment. From their responses, the women were clearly tired of these verbal comments. Look around your own working environment. You may notice that males are usually referred to as “men” and females are many times referred to as “girls.” What does that subtle language difference tend to suggest? It is patronizing language that suggests women are lesser than their male counterparts, and in some cases need to be “taken care of.” And, the men’s reaction when challenged is a common self-defense mechanism that reinforces a belief in their own superiority. Are these type behaviors being exhibited within your units? How can you address and eliminate them?

Girl Talk

Target Audience: Unit Members

Training Goals

- To identify indicators of inappropriate actions of other unit members
- To explore possible effects of sexist/sexual harassment/inappropriate behaviors
- To generate thoughts and ideas about how to best address this situation as an EO/PM.
- To understand different approaches in addressing complaints

Physical Setting

- Participants seated at tables viewing monitors and transitioning into groups assigned by facilitator to discuss a possible COA. Then, sharing group's decision amongst all class members.

Procedures:

- **Facilitator will arrange room for participants to observe monitor.**
- **Facilitator will read the training goals to the participants.**
- **Facilitator will show the video to the participants.**

Facilitator reads: The video you are about to view depicts two female service members moving and sorting equipment when two male service members walk by and give the females a hard time. After the video, you will answer some individual questions and then discuss the situation as a group.

Facilitator plays the video.

Facilitator reads: Now that you have viewed the scenario, you have 5 minutes to individually answer the following questions:

- Did you observe any inappropriate actions and/or sexist behaviors? What were they?
- Name some possible effects the females may have felt after the incident.
- As a leader, explain how you could possibly address and correct this issue.
- How would you prevent further occurrences such as these in your unit?

After the 5 minutes, the facilitator reads the following:

Facilitator reads: Now that you have had the opportunity to come up with your own responses, as a group of 2-3, you will share your responses with each other and come up with a consensus to share with the entire class. You will have 10 minutes to discuss your responses.

After the 10 minutes, ask for groups to volunteer to share their responses with their group.

Girl Talk

Discussion Key:

- Did you observe any inappropriate actions and/or sexist behaviors? What were they?
 - a. Yes, sexist behaviors/comments (girl/darling)
 - b. Yes, patronizing type comments and behaviors
 - c. Male members were not open to criticism of their behavior/actions
- Name some possible effects the females may have felt after the incident.
 - a. Anger, from continuous negative comments
 - b. Frustrated, from being treated differently
 - c. Tired, from same inappropriate comments and that no one address the comments or corrects the behavior
- How you could possibly address and correct this issue.
 - a. Make an on the spot correction
 - b. Be an active bystander: Pull the men to the side and explain how to them how their comments could be perceived as hostile/offensive and lead to a detrimental unit climate
 - c. Assist in creating/teaching sexual discrimination/harassment training
 - d. Help others recognize the issues and the behaviors that contribute to the problem.
- How would you prevent further occurrences such as these in your unit?
 - a. Assist commander in creating/updating policy letters
 - b. Make on-the-spot corrections
 - c. Recommend reoccurring professional development training

The verbal jabs at the working women are another example of sexist language and behaviors. Overtime, the grinding effect of these behaviors can foster an offensive and hostile working environment. From their responses, the women were clearly tired of these verbal comments. Look around your own working environment. You may notice that males are usually referred to as “men” and females are many times referred to as “girls.” What does that subtle language difference tend to suggest? It is patronizing language that suggests women are lesser than their male counterparts, and in some cases need to be “taken care of.” And, the men’s reaction when challenged is a common self-defense mechanism that reinforces a belief in their own superiority. Have you seen these type behaviors being exhibited within your units or have you done something similar? How can you address and eliminate them? Are you willing to reflect upon your own interactions and address those behaviors that may be contributing to the issue?

Girl Talk

Target Audience: Field/Fleet/Wing

Training Goals

- To identify indicators of inappropriate actions of other unit members
- To explore possible effects of sexist/sexual harassment/inappropriate behaviors
- To generate thoughts and ideas about how to best address this situation as a Leader.
- To understand different approaches in addressing complaints

Physical Setting

- Individuals seated at tables viewing monitors and transitioning into groups assigned by facilitator to discuss a possible COA. Then, sharing group's decision amongst all class members.

Procedures:

- Facilitator will arrange room for members to observe monitor.
- Facilitator will read the goals of the lesson.
- Facilitator will show video.

Facilitator reads: The video you are about to view depicts two female service members outside moving sandbags when two male service members are walking by giving the females a hard time. After the video, you will answer some individual questions and then discuss the situation as a group.

Facilitator will now play the video.

Facilitator reads: Now that you have viewed the scenario, you have 5 minutes to individually answer the following questions:

- Did you observe any inappropriate actions and/or sexist behaviors? What were they?
- Name some possible effects the females may have felt after the incident.
- As a leader, explain how you could possibly address and correct this issue.
- How would you prevent further occurrences such as these in your unit?

After the 5 minutes, the facilitator reads the following:

Facilitator reads: Now that you have had the opportunity to come up with your own responses, as a group of 2-3, you will share your responses with each other and come up with a consensus to share with the entire class. You will have 10 minutes to discuss your responses.

After the 10 minutes, ask for groups to volunteer to share their responses with their group.

Girl Talk

Answer Key: Field/Fleet/Wing

- Did you observe any inappropriate actions and/or sexist behaviors? What were they?
 - a. Yes, sexist behaviors/comments (girl/darling)
- Name some possible effects the females may have felt after the incident.
 - a. Anger, from continuous negative comments
 - b. Frustrated, from being treated differently
 - c. Tired, from same inappropriate comments and no one is addressing the comments
- As a unit member, explain how you could possibly address and correct this issue.
 - a. On the spot corrections
 - b. Pull men to the side and explain how comments can be perceived as hostile/offensive
 - c. Assist in creating/teaching sexual discrimination/harassment training
 - d. Inform supervisor/commander and offer recommendation to address situation
- How would you prevent further occurrences such as these in your unit?
 - a. Recommend reoccurring professional development training
 - b. Use this situation as a learning example for others
 - c. Ensure others are aware of proper workplace etiquette and the effects of inappropriate comments
 - d. Assist commander in creating/teaching realistic training educating others of proper workplace etiquette
 - e. Ensure you and others are aware of policies, regulations and guidelines

The verbal jabs at the working women are another example of sexist language and behaviors. Overtime, the grinding effect of these behaviors can foster an offensive and hostile working environment. From their responses, the women were clearly tired of these verbal comments. Look around your own working environment. You may notice that males are usually referred to as “men” and females are many times referred to as “girls.” What does that subtle language difference tend to suggest? It is patronizing language that suggests women are lesser than their male counterparts, and in some cases need to be “taken care of.” And, the men’s reaction when challenged is a common self-defense mechanism that reinforces a belief in their own superiority.