

Women Birder Working Group

Sunday, March 7, 2021 at 4:00pm PST/7:00pm EST

- Intro
 - Issues have begun to calm down, fewer discussions happening on social media, etc.
 - Female leaders have been harassed, feeling dismissed, need to be more inclusive as a community
 - Training to combat sexual harassment for groups or 1-on-1
 - Diversity, respect needs to be addressed
 - There is pervasive sexism in all fields
- Project Updates
 - Survey
 - Rainn possible to consult, they are able to provide statistical analysis
 - This survey needs to address behaviors too, being dismissed or put-off is a feeling many women experience
 - Rainn is also able to provide training like dealing with difficult customers/clients
 - We should develop trainings to instill confidence and leadership in women
 - Accreditation program
 - Orgs and festival could be accredited if they provide: trained guides, display code of ethics, etc.
 - Discussed other women groups working on this issue
- Final Comments
 - Concern of disconnect between leaders and folks in the field
 - Feeling unheard, like women can't say anything
 - There is general negative language about women, which needs to be fixed
 - Ornithological fieldwork is strife with sexism and harassment
 - There is more than just birding organizations and festivals that need to be addressed. Nature center, guides, and field technician positions need to be considered.
 - Develop code of ethics for communication
 - We need men to be allies
 - We also are in need of a safe place for women to vent – maybe Rainn? Trained facilitators

Action Items

- Continue working on working document
- Waiting to hear back from RAINN
- Continue seeking survey feedback

NEXT MEETING TBD IN THE FIRST WEEK OF APRIL