

## Women Birder Working Group

Sunday, February 21, 2021 at 4:00pm PST/7:00pm EST

- Intro
  - Women have been subject to incidents of physical, emotional, verbal harassment for far too long.
  - As women birders and older women birders, we often feel forgotten, overlooked, or invisible
  - Many are often suspicious as well
  - We must build awareness and instill respectfulness
  - Foster bonds with other women
  - Overwhelmed by the size of the topic
    - Physical, mental, emotional safety
    - Welcome and inclusiveness
    - Feeling as if voices are squashed
  - Women are powerful
  - Many women know what it is like to speak out and not be heard or not being believed without being questioned
  - A lot of us have internalized sexism from culture and upbringing
- Ideas for doing better
  - Resources and/or opportunities for better tools and training
  - Whistleblower (?) system
    - Women should be able to share stories without fear of repercussions
  - Develop resource list for women to use: how to document, where to seek help, personal trainings, crucial conversations, recognizing red flags, what is consent, etc.
  - We don't have to lead field trips the same way as men do
- Org Best Practices Suggestions
  - Develop materials that will be widely distributed to organization, festivals, clubs, etc. using shared language for them to clearly state and post:
    - Code of ethics, conduct
    - Ideas for more inclusivity
    - Designated individual for reporting (third party social worker/Ombuds?)
    - Clearly state consent
  - Bird field trips should have at least one woman guide present
  - Have at least one person trained and designated point person, comfortable so that others will be able to report to them
  - Develop and offer women-prioritized walks
  - When offering field trips: set priorities, expectations, dedicate space to women, nonbinary, etc.
- Questions for future discussions
  - How do we empower more women to attain positions throughout birding: records committees, eBird reviewers, field trip guides, etc.?
  - How can we prevent people from harvesting contact information and sliding into DMs?
  - What is in place to protect participants?

- How do we educate others to prevent this?
- What do we want birding to be?

### **Action Items**

- Draft BirderSafe Code of Conduct, introductory letter
- Develop resource clearinghouse

Next meeting held via Zoom on March 7, 2021 at 4:00pm PST/7:00pm EST

Topic: Women Birders

Time: Mar 7, 2021 04:00 PM Tijuana

Join Zoom Meeting

<https://us02web.zoom.us/j/82695220944?pwd=UkhGbWITVWh3VjNCNVVo5Umd2Y2dQdz09>

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