

# **Ally Skills Workshop resources**

## **Workshop discussion guidelines**

- "Cis" means someone's gender is male or female and same as assigned at birth
- "Trans" means someone's gender is male or female and different from assigned at birth
- "Genderqueer" means someone's gender is not accurately described by "male" or "female"
- Remember that not all women have XX chromosomes, uteri, or vaginas & vice versa
- Don't call women "females" (dehumanizing) or "girls" (belittling)
- Say "men," "women," and "genderqueer folks" to refer to adults of a particular gender
- Off-topic for this workshop: Does sexism exist? Is sexism bad? Should we fix it?
- Avoid rules-lawyering, focus on what men can do in this situation to help

## **Guidelines for responding to sexism**

- Be short, simple, and firm
- Humor usually backfires, avoid it
- Pick your battles
- Play for the audience
- Practice simple responses
- Don't be homophobic, transphobic, racist, classist or make fun of people for being sexually undesirable, unattractive, etc.
- Use "Charles' Rules of Argument," Geek Feminism edition  
[http://geekfeminism.wikia.com/wiki/Charles%27\\_Rules\\_of\\_Argument](http://geekfeminism.wikia.com/wiki/Charles%27_Rules_of_Argument)

## **Techniques trolls use to derail or distract social justice activists**

- "I'll change my mind if you just explain it to me"
- Boundary-testing
- Pretending to agree on some points
- Appeal to politeness and respect
- Sob stories/claiming victim status
- Accusation of bias
- False consensus seeking

## **Guidelines for future ally work**

- Don't expect praise and credit for not being sexist or fighting sexism
- Follow and support women leaders
- Assume women have more knowledge and wait for invitation to help or explain
- Follow your discomfort - if something makes you feel bad, find out more and understand why before reacting

## Slides and notes

Download a version of the slides used to teach the workshop, a facilitator's guide, and an online curriculum, all licensed CC BY-SA, from our web site:

<http://adainitiative.org/what-we-do/workshops-and-training/>

## General educational resources

We are often asked for the simple cheat sheet of things not to do or say. **This does not exist!** Part of supporting marginalized groups is making a continuous, on-going effort to educate yourself and change your behavior. Here are some resources to help with this:

- <http://geekfeminism.wikia.com> The Geek Feminism Wiki includes answers to many commonly asked questions about supporting women in geek fields.
- <http://geekfeminism.org/> The Geek Feminism Blog publishes collections of links relevant to women in geek fields on a regular basis (also on Twitter at @geekfeminism).
- <http://adainitiative.org/> The Ada Initiative defaults to using the Geek Feminism Wiki for resources, but our web site has some additional resources.
- <http://captainawkward.com/> The Captain Awkward advice blog has great tips for how to say uncomfortable things to people, enforce boundaries, and similar skills.
- <http://modelviewmedia.com/> Model View Culture is an online magazine that publishes insightful, long-form analysis of tech culture from a systemic perspective.

## Useful articles

- "Does valuing diversity result in worse performance ratings for minority and female leaders?" by David Hekman, Wei Yang & Maw Der Foo, 2014  
<http://aom.org/News/Press-Releases/Women-and-minority-corporate-executives-are-penalized-for-fostering-diversity,-study-finds.aspx>
- "The one word men never see in their performance reviews" by Kathleen Davis  
<http://www.fastcompany.com/3034895/strong-female-lead/the-one-word-men-never-see-in-their-performance-reviews>
- "Alcohol and Inclusivity: Planning Tech Events with Non-Alcoholic Options" by Kara Sowles  
<https://modelviewculture.com/pieces/alcohol-and-inclusivity-planning-tech-events-with-non-alcoholic-options>
- "Inclusive offsites" by Sara Smollett and others  
[http://geekfeminism.wikia.com/wiki/Inclusive\\_offsites](http://geekfeminism.wikia.com/wiki/Inclusive_offsites)
- "Social and Cultural Aspects of Drinking" <http://www.sirc.org/publik/drinking4.html>