



## TEXT CHAT TRANSCRIPT

### WEB CONFERENCE

From Girls to Women: Countering Limited Roles for Women Through Norms Change

July 29, 2010

2:00-3:30 PM Eastern (11:00 AM – 12:30 PM Pacific)

### Presenters and Guests

Annie Lyles and Christine Chang, Prevention Institute  
Cory Wechsler, Team Up for Youth  
Megan Williams, Hardy Girls Healthy Women

### Host

David Lee, PreventConnect Project  
California Coalition Against Sexual Assault

*Participant names have been removed from this chat record, unless provided by the participant in text.*

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Greetings from Providence, RI

Good Afternoon from Cranbrook BC Canada

Hello from Anchorage, AK

Fancy meeting you here!

hey ya'all from central coast CA

I was thinking the same about you !!

Hi everyone, from Red Lodge, MT

hi everyone from Bradford, PA

Hello, my name is Tasjha and I am from Kansas City, MO.

**Prevention Institute:** Welcome everyone! We will be starting in a few minutes.

hello, from Lynn Massachusetts

Hello from Fleming Island Florida use to be from Winthrop Massachusetts

Hello from Boise, Idaho.

Hi from Jacksonville FL!(Hi Janey!)

his this is jenny from port huron, MI

greetings from Oakland

Hello Meredith nice to see you here

Hi from Salmo BC

Hello from San Diego, CA!

hello everyone... from Carrollton Georgia. the Carroll Rape Crisis Center... Prevention Educator

Hello from Vancouver, WA

Hello from Harbor House in Orlando FL

Citizens Against Family Violence, Martinsville, VA

Hello from Sacramento, California

Bradford PA

Hi from Pinedale in the beautiful Wind River Mountains of Wyoming... Sublette County SAFV Task Force

Hello from Peace River Center in Polk, Highlands and Hardee Counties

florida

Hello from Peace River Center in Florida

Jill Gruenberg - Court Advocate/ Community Outreach - Response, Aspen, CO

Hi Sheena

**David Lee:** We will start in about 1 minute

Hello from Cynthia and Tarah at Monterey County Rape Crisis Center

Hello from Fredericksburg VA

Hello from Peace River Rape and Recovery Center, Lakeland Florida

Hi Ashley

Hi Dene

Tracy Rudd-Heilig: North Idaho Violence Prevention Center, Coeur d' Alene, ID

Isn't cool how they have the accent in my name

Hello, I am from the Department of Defense Sexual Assault Prevention and Response Office in DC.

Kathy Kupper: Hello from Collier County

Hello from Riverside Area Rape Crisis Center, Riverside California

Humboldt County, CA

Hello from University of California Santa Barbara!

Hello all Brittany here from Laramie, Wyoming Albany County SAFE Project. I am the Outreach Coordinator

hello from Prevent Child Abuse Minnesota

Hello from Las Vegas!

I'm from Children's Response Center in Bellevue, WA.

Hi Everyone, I'm from Portland Oregon and am with the Portland Women's Crisis Line and am part of the newly started Portland Engaging Men and Boys in Anti-Violence Work Project. Great to meet you all!

hello I'm from Vancouver Canada!

Hi Rhiannon

I'm from the Region of Waterloo

Hi Brittany (Pinedale SAFV here)

Hi its cheryl from kitimat BC Canada

Yay Oregon! Thanks Rachel!

Hello Amy Glad to see a fellow Wyomingite!

Good to see you too

Hi... Deliesse from Yucca Valley, California

Hello all, its Irene from the Healing HOuse in Deming NM

Hi Rhiannon, I'm from Vancouver too. Crabtree Corner in the DTES

Hi, this is Patti. I can't seem to use any of the "How to use this technology options

Yes

DV

Dual

Womens Center of San Joaquin County, Stockton, Ca. in the house!

Rape crisis

Another Hi from Las Vegas

Municipal Government

I also do K-12

Hi from Southwest Virginia!

Tribal TANF

Are we supposed to be able to see the results? I can't!

Women's Centre

health, mental health

After school programs

Hello maria ..North County Rape Crisis

hi Maria

Hi, Marlene and Sylvia are listening and watching from Key West. Glad to be here.

Hello from University of Central Florida - Orlando

Hi Christine, this is Jaime from Harbor House in Orlando

Hi- hope we can meet soon

ahh! Orlando. My favorite place.

Hello.

Hi!

**David Lee:** What are some examples you have seen encouraging limited roles for women?

reality tv

advertising

Porn

sexuality education

lower pay scale for women in some jobs

Faith based roles that highlight "homemaker"

from birth girls wearing pink and boys being forbidden from wearing pink.

axe body wash commercials

few women in elected positions

pink is just a color

dance studios for young girls

music

faith communities

lack of education

motherhood / double shift

Clothing for girls

All Disney films

Community groups advertising Football sign-ups for boys and cheerleading sign-ups for girls

sexualized photos of "women athletes"

heterosexism in just about everything

sports

media coverage of female elected officials

twilight

fairy tales

advertisements

toddlers & tiaras

lack of women in leadership roles

daycare

Date auctions put on by fraternities to raise money, but they're auctioning off women in another sorority

Putting girls in dresses instead of comfortable clothes that would allow them to be physically active

"lady in the streets and freak in the sheets"

the cheerleader for the minor league baseball team, the billboards for the fitness gyms

Television, Magazines, and Advertising

magazine covers

podium girls for the tour de France

marriage promotion

We're by a Marine Base up here and you see a lot of young mothers who have become "subservient" to their Marine Husbands

school girl fantasies

expecting baby girls to be in pink or purple

socializing children, dolls for girls and trucks for boys

honestly everywhere...

infant clothes styling ends at 12 mos, then clothes are small adult versions

lingerie football

sports... for girls

comments about our daughter being "cute and adorable" and how I will need a shotgun during her teen years

Music videos

Statistics high for Alaska Native women who have been sexually assaulted, negative outside perception of role of Native women

the don't have the right to file an order of protection.... family matters to be worked out with out help

1-900 dating numbers

parade princesses

toddler clothes that say, "juicy" etc

oops.. sprots.

Shopping and who pays attention you in which stores.

expecting women will want to have children

never mind

pornography

Young girls attempts to be assertive are really just mimicking what they think boys are already doing--being aggressive and violent

lack of daycare

most of the toys are princess themed

for girls

high school girls dressed in short shorts on the highway to get people to come in to high school fund raising car washed

high-heeled shoes for toddlers

i like that one Jyme!

Thank goodness my 11 year old granddaughter who loves Miley Cyrus thought this was offensive.

like Suri Cruise????

Bratz dolls... ugh...

cosmetic surgery

breast augmentation at 15 years old

vaginal tightening and reshaping surgery

bikini waxing for young womyn ages 8 and up

the acceptability of porn culture (more young women watching mainstream het porn)

tanning salons

so many people try to argue that pole dancing is 'liberating' for the woman...

Miley's new music video is really showing the way the industry is pushing her to that "adult woman" category

encouraging kids to go to tanning salons

Whitney, are there waxing salons actually advertising that?!

yikes about the waxing!

Is this power point available for printing? I couldn't find it in my confirmation emails.

good question charise. yes id like to print a copy as well.

Charise, it's on the PreventConnect website:

<http://www.preventconnect.org/attachments/2010/EmpowerWomen072710.pdf>

I think that vanessa Hudgen's got a role in a movie where she is playing someone who is scantily clad. I saw an interview of her talking about it and she was proud of this new role and both proud/embarrassed f her costumes in it.

**David Lee:** The PowerPoint can be found at

<http://www.preventconnect.org/display/displayTextItems.cfm?itemID=312&sectionID=248>

YouTube video of girls dance group (they look about 8-10) dancing to Beyonce's "Single Ladies" song

OMG Gail, that was nauseating and terrifying!

that video was so beyond creepy!!

**David Lee:** How does a normalization of limited female gender roles contribute to gendered violence?

they are told to "take it"

she was "asking for it"

girls shouldn't be "fighting back"

fragmentation of women's bodies leads to dehumanization

male gaze and access/entitlement to women and child's bodies

girls feel like they have to fit in, so they'll do what they can to belong

seen as less than in our society

girls are objectified

victim blaming

limits power

Part of that limited role is doing what men want you to. It is the roles that men define for them.

It allows people to see women as objects

because femininity is seen as weak

Boys feel justified in their sexually harassing behavior

women are seen as weaker

in working with young men, we discuss about objectification of women and devaluing them leads to lack of value, leading to violence

women are not the ones being proactive in a lot of it - the limited role is that women's sexuality is on display FOR OTHERS - for men - not as them taking control of their own sexuality

Girls wear such items as mini skirts not for themselves but to please men

girls are always available for the use of men

there is still so much victim blaming for a girl/woman dressing seductively

Many of the limited roles lead to women having access to fewer resources: lower pay, etc

value for looking a certain way

All women = victims, putting risk reduction on only women to "prevent" themselves from being assaulted

female competition for men's' attention

girls and men get arrested for fighting back.. not their role

It is a woman's job to "fix" the relationship - just ask the magazines!

Mixed feelings, I feel attractive and desirable, yet exposed and vulnerable when I wear skimpy clothes. We are either supposed to be a virgin or a whore, extremes, rather than a healthy balanced women.

Their bodies belong to everyone but them and their biggest commodity is their sexuality.  
looking @ the person based on the outer appearance.. and not based off of what they are capable.

we live in a patriarchal society!  
seeing girls and women as serving/peripheral to male needs  
women portrayed in music videos  
some of the roles lead to extremely physically unhealthy behaviors & conditions  
the myth "she really wanted it" or fighting back is a way to tease or that she will eventually give in  
eating disorders -- being as near 'invisible' and malleable as possible  
still teaching "stranger danger"  
Other girls judging and calling each other "ho"  
the clothes style for young girls, mimicking dress for older girls  
it also limits women to ONLY being for sex, not being full human beings  
sexy+power  
not seeing women as being independent and able to do the same things as men  
and calling them bitches

It would be great if there were equal opportunities to choose to wear "conservative" clothing and still be successful in the media  
Community leaders are unhealthy  
wives can't be raped  
the bad influence of music clips and pop rap music  
where women have internalized that they are beneath men  
goal is to be 'hot'  
raising sons to be central, superior and deserving

Rachel, I love your analogy about a women having to choose between being a virgin/saint or a whore, with no in-between balance. Thanks.

Discouraging cooperation/community between women, encouraging competition conflict between women  
using other mediums such as Facebook and MySpace and how they talk to each other  
sex = power and popularity for teenage girls  
less funding for women's sports teams

Oh wow, Hardy Girls is based in Waterville Maine! That's AWESOME!

the double standard: if men have multiple sexual partners he is a latin lover, if woman has more than one than she is a ho

preoccupation with youth and vulnerability; mature women encouraged to have pre-adolescent bodies through dieting and shaving

what intimacy really looks like and the levels of intimacy that move past the eye.

**David Lee:** A copy of the text chat will be posted on [www.preventconnect.org](http://www.preventconnect.org) after the session

**David Lee:** More info on Hardy Girls Healthy Women at <http://hghw.org/>

we have grade 3's bullying!

we have pre-K's bullying their teacher!

bullying their teacher?

I teach anger management for girls and there are plenty who learn violence at home not just in the media

We have teachers allowing the bullying

wow!

I know...wow!

OK, actually it's not bullying--it's physically abusing her. And the teacher is getting no support from admin

that is so sad

**Prevention Institute:** <http://www.hardygirlshealthywomen.org/docs/HardinessZones.pdf>

it ties into lack of respect for oneself and sense of Entitlement by all youth and that is sad b/c we all deserve to be heard but we also need to learn what it means to be respected and to show respect and so often if the parents do not possess it the kids will not either.

This is why it's so important to move from individual level to relationship and community so true!

**David Lee:** The APA report on sexualization of girls can be found at <http://www.apa.org/pi/women/programs/girls/report.aspx>

How can we engage boys and men in norms change around limited roles for women?

Axe is really turning things for the worst. I thought advertising started to get slightly better and then Axe really made it get much worse.

Our community is implementing positive practices such as Positive Behavior Supports that engage parents and school staff/admin. in best understanding and intervening in problem behaviors of children. Intervention and prevention must start when children are being socialized.

but do they care?

I think Kalyn & Amelia deserve a HUGE round of applause for creating that!

Axe

**David Lee:** Boys to Men can be found at <http://www.boystomen.info/>

Axe cares that they are getting more money.

**Prevention Institute:** <http://www.teamupforyouth.org/ourwork/initiatives/>

Their new ads work. Sickeningly so.

**Megan Williams:** Kalyn and Amelia are teen members of our Girls Advisory Board and my personal heroes!

**David Lee:** Learn more about Team up for Youth at <http://www.teamupforyouth.org/>

how do we reach young girls who aren't interested in sports?

Funny thing...when I ask girls if they like Axe, the resounding answer is NO, it stinks! Makes the boys in the class rethink why they wear it!

It does smell bad. But it sells. It is the idea of what Axe does that sells not the actual product. That really speaks to the insecurity of boys and them playing into their roles.

I think that art or creating things is a good alternative if their not into sports  
by which I mean, how do we offer them the same amount of development?

yes, that makes sense

I do like the ads that speak out against Axe. I don't remember what they were but it presented it from "I'm a real man. I am comfortable with who I am and I am not a pig".

We did a social norms campaign around sexual harassment with middle school students. We had an after-school component for students to create posters. This got both boys and girls involved

I teach chess as a tool for recovery from SV.

The Old Spice ads seem to be following Axe's lead with providing a false reality of masculinity that women want

True. I don't mean those.

I thought those were kind of poking fun at masculinity as defined by other commercials

It presented a more balanced portrait of a man. It focused more on the confidence to be yourself and not the confidence to get laid.

I find that girls really have a fear in our society that being friends with other girls, might make others think that they are lesbians. And because there is such a fear of different sexualities in our world, girls are terrified of being labeled as lesbians. I would even dare to say that girls would rather be labeled as "loose" or "easy" with the guys as opposed to having lots of girl-"friends". I think sexuality fear plays a huge part.

There is a new movie coming out where a girl gets more popular once she is labeled as loose.

interesting point Tasjha

The problem is, low income families don't want their kids playing sports because they most likely need to walk home from school, and it can be dangerous for them to walk home later in the evening, without support.

there was an article on the NY Post recently that quoted someone saying that "softball is well-known to be a lesbian sport" I thought that was really offensive

I don't agree. In our area, girls that are seen to have lots of "friends" are more pure and won't pay attention to guys.

Tasjha, I've heard gay teen girls have higher pregnancy rates for this reason -- they have to prove they aren't gay!

they are seen as "a prude"

wow, that's sad.

very....

I agree with you Cory about the father influence

how do you tackle the cost of participating in sports? I know many teens who would love to participate, but many sports are expensive and parents can't afford to have their kids participate

Tie in sports with first lady's mission for preventing obesity, this would remove some stigma from boy vs. girl

offer free clinics at local parks, facilities are free and what is needed is a "expert" to provide basic guidance to youth, with goal of teaching basic rules so youth can participate on their own.

What about those like tiger woods - frmr. Pres Clinton and those who want to separate behavior vs. work role...?

In my home town Soccer was too expensive so parents got together and started a community league.

sports at school can be very expensive in Canada, which may eliminate some youth

How can domestic violence programs develop a Game Plan component without straying too far from our mission objectives? Maybe having a weekend tournament of some sort?

equal pay...

there is a tax credit for parents who sign their children up for sports in Canada

maybe partnering with athletic stores to sponsor some events?

the Idaho Coalition supports a local 3 on 3 basketball tournament, BAM Jam. We use it as a way to provide awareness and pro-social messages about ways all citizens can encourage positive healthy relationships/friendships to an audience that we would not likely engage

how about partnering with other youth organizations in the community? scouts, religious youth groups, etc

I think partnering is the best solution. You can do trainings with coaches and parents as well as programs with the kids

I think that gender topics should be taught in public schools in elementary school! How wonderful would our world be if we could talk to children about this stuff in school?

**David Lee:** Killing Us Softly <http://www.mediaed.org/cgi-bin/commerce.cgi?preadd=action&key=241>

Family Violence Prevention Fund has program called "Coaching Boys to Men" that engages coach as facilitator to discuss respect, leadership, positive behavior, etc to young athletes. I haven't seen a version for females yet

letting girls know that they have choices

**David Lee:** What are strategies at the individual, community, and providers levels that counter limited roles for women?

all jobs and education are possible

always challenging girls and women as to why they are doing whatever it is that they are doing?

engaging men at all those levels

as in always asking open ended challenging questions to get girls and women thinking.

girls are more than their bodies

Spare Change: Youth Theatre Troup though local planned parenthood- challenging gender roles and educating about sexuality etc

Our Girl Scout Council has chosen not to arrange a trip to see the little mermaid because they thought it was sending the wrong messages to girls

outreach/presentations in schools

Highlighting women in leadership roles in the community through newspapers articles, receptions, etc.

mentorship programs

also challenging boys and men, even more so.

We do have something similar to CGIM that we named Coaching Girls into women. We also have planned a boys and girls kickball tournament

Talkinkg about it in the schools...lets just talk about it!

mentoring boys in how to be men in ways that don't degrade women

Does anyone know of examples of community education/empowerment such as Team Up For Girls with sexual assault/domestic violence agencies?

peer education and sociodrama

teaching healthy relationships curriculum to both girls and boys

Mentoring. I challenge each person at my trainings to mentor one youth and really do it

teach girls that they have power over their consumerism and they can raise their voice by boycotting certain products

we'll be training all athletic teams in Expect Respect at one middle school this year

media needs to change their message to girls

comprehensive sexuality education that teaches young girls about safe sex and that they can be in control of their sexuality and how they express it. Mentoring!!!!

love your body and healthy body image

Sponsoring non-traditional career workshops in communities

As an individual, being a female role model who defies gender stereotypes.

Social Norms campaign in Middle school around sexual harassment

Our local Rotary Club and Soroptomist Club have a Special Group for Teens to help them out

Faith, that wonderful!

being concious of language we use. avoiding terms like chick, babe, bitch etc. that demean women.

**David Lee:** Expect Respect <http://www.safeplace.org/Page.aspx?pid=376>

Explaining to youth why I do not shave my body anywhere!

Be comfortable in your "genes"

very true leslie

role models such as teachers need to give positive messages to girls

Bunny, you rock

supporting female athletics

as women, using positive talk about ourselves in the presence of young girls!

me, either, bunny, and it is a great conversation starter!

encouraging involvement in male dominated fields like math and science and fostering confidence in their own intelligence

Dove products have attempted at changing "real beauty" They have created several commercials that are very eye opening about the affects of media on girls

dove is owned by Axe though.

funny thing about Dove is that they also own Axe! Weird huh?

Working with Police departments and providing training for them to change their behaviors and beliefs.

What do people think about the new ruling that cheerleading is not considered a sport under Title IX? How does that affect the norm of limited roles for girls and women?

that is so what I was thinking of

they just do whatever makes them money (Dove/Axe)

they're still about the bottom line \$\$\$

Beyond beats and rhymes, I have that DVD at home.

take the mystery out of women's centres for boys and men, give them access

**David Lee:** What are strategies at the coalition and networks level that counter limited roles for girls and women?

we're building up coalitions a lot with our rape crisis center and the schools to prevent sexual violence

we're also collaborating with faith communities

Cheerleading is covered under Title IX IF your district categorizes Cheerleading as a sport - YOU CAN REQUIRE THIS CATEGORY

partnering with LGBTQ community agencies to develop a critique of gender roles and sexuality recognition ceremonies for women athletes put on by coalition of Women's Center, Athletics, and others

empowerment groups in middle and high school for girls offered by rape crisis centers

we work really closely with schools, court services unit, rec centers, low income apartment buildings to provide healthy relationship workshops

healthy relationship workshops at the highschool

Girls as Grantmakers, a program in Pgh where girls decide who gets money from RFP's from other girls for projects in their schools/community

I attend a Buddhist center and we have created a Women's Dharma group to address limited women's roles in Buddhism as well as other spiritual communities.

Be proactive; form relationships with athletic directors at public schools, create "athletes against violence" -like-programs

networking locally and nationally

Create Family Justice Centers which allow one-stop shops to reduce stress etc for those who have been victims...perhaps add a prevention advocacy component to this

a girl talk group for girls in grade 8 to 12

We also have a Youth in Philanthropy here in Va same idea

Alternative to out of school suspension w Juvenile court and the school system to cover bullying and sexual harassment

I wish the coalitions that I am involved in were more interested in making these connections!

Banning cell phone use in the schools in order to decrease the cyber bullying amongst girls.

**David Lee:** We will post the text chat on [www.preventconnect.org](http://www.preventconnect.org)

Expect Respect includes a booklet on how to adjust school organizational practices and policy

I think that should be expanded to jut prevent the cyber bullying in general, not just girls.

I feel that we (being in Lincoln, NE) are so far behind many of you in terms of providing services to young females

has that been successful? We have heard lots of PARENTS angry about banning cells.

There is an awesome institute called the "Sue Sheer Institute for Women in Public Life" and it really is to help women understand how to create change politically. I attended in 2005 and it exists in St. Louis, MO.

we didn't have cell phones in school and if we needed to get in touch with our parents, we found a way. I don't understand some parents these days

My daughter just turned 11 and is entering middle school this fall. I realize there are no programs available to her like many you are mentioning. The DV shelter I work for should be doing more in the community.

there's just so little funding for prevention

interesting how often we look to the DV agency in town to lead/create/implement

Having the input from girls is absolutely essential to primary prevention work

there needs to be a move to fund it more from grants

It is not the DV shelter's sole responsibility.

there is, and sometimes it's difficult as service providers to find places that will host us

rather than asking for partnerships between the community and DV shelter

Stephanie Knight won the girls rock award and she is on our board, hotline and kidworker!

yes, we have absolutely no money for prevention. Intervention only!

intervention first tends to be it

DV shelters are working so hard downstream. Really, community groups have to take the lead, maybe with the DV orgs input...

changing organizational practices - more women leaders in religious institutions would counter limited norms for women

The only reason my position exists (Violence Prevention Coordinator) is because I'm here as a full-time AmeriCorps volunteer... my organization (dual DV/SA) wouldn't have been able to afford it otherwise

**Megan Williams:** Stephanie Knight is an incredible youth activist, doing fabulous work

Yes, I wish we had more money available to service the high schools with prevention training. Instead, all the money goes to emergency shelter and treatment

www.thatsnotcool.com is a great site for teens, topics and teachable moment conversations for adults

i think money follows the belief though...and while people like flashy prevention programs...its success its hard to prove...where as you can prove numbers with intervention

This is an interesting law although I have heard that some places have simply decided to cut programs rather than add new ones for girls.

better evaluation for prevention

We actually have to go younger to really do prevention... preschool and elem school with healthy sexuality and relationship training

If there is a University near by many graduate programs do internship type positions. That can be resource to get some more man power. They tend to do semester long intern programs around 10 hours a week. They usually need more places for interns to go.

Amy, so the DV/SA agency pays you nothing? How do I get an AmeriCorp vol?!

what about more parent participation and volunteering along with fundraising...

Hahaha no, Terry, as an AmeriCorps, I receive a living stipend and & educational award at the completion of my contract... check out [www.americorps.gov](http://www.americorps.gov) for info on getting an AmeriCorps volunteer

it's basically a grant Terry, you have to apply for it

[http://www.americorps.gov/for\\_organizations/overview/index.asp](http://www.americorps.gov/for_organizations/overview/index.asp)

can anyone tell me who or what organization or where I can find more information on the the Expect Respect resource?

**David Lee:** What are strategies at the organizational practice and policy levels that counter limited roles for girls and women?

make sports available for fun, not just having to make a team inorder to participate.

**David Lee:** <http://www.safeplace.org/Page.aspx?pid=376> Expect Respect

thanks Amy and Jennifer, I'll check it out.

healthcare organization policies- empowering women during pregnancy and childbirth; avoiding the "woman in pain" imagery and allow for more agency in decision making

examine your area's public school policy handbook to see what they say about sexual harassment among students

i like the idea of training coaches because our coach was awful and contributed to many friends self-esteem issues

Make both policy and organizational practice transparent and easy to access in order to empower educated choice

empowerment and encouragement to be true to themselves. Finding their strengths and building on that focus.

language: taking women and girls out of violence against women policy here in British Columbia

Good point Laura.

Check out the Red Flag campaign from VSDVAA in VA for colleges

When an organization requests us to do a program, we ask to see their sexual harassment policy so we can do a review for them and see if it is appropriate

Dedicating resources to collect and disseminate data on the effects of gender-based violence at the local level.

that's great Gail!

Gail, that's a great idea!

some schools that have policy do not enforce it they have the boys will be boys attitude

We then always offer to do staff and parent trainings to get everyone on the same page

I wonder about something related to dress code policy in schools...

it was so humiliating having male teachers note how short your shorts were... is there a better way to do this?

yeah bring back the uniforms

Its difficult because so many of the people I work with do not see this as being important and can feel attacked. No matter how nicely I advocate for them to change their behavior, I still get pushback. it needs the higher ups to really change the policies and they are often afraid of shaking things up too much.

A high school group circulated a petition for students to not support playing songs with misogynistic lyrics

The BC policy may look good to get a tax credit but it is useless if you have a low income...

policy could also include reviewing school lesson plans in all classes to note what is implied by, for instance, word problems in math class, or literature analysis, etc.

great lesson plan options in book Gender Violence / Gender Justice by Wellesley

I think there would be a lot of messages in math word problems that push limited roles.

I wonder too, forums like this one are open to the public and anyone who might be interested, which I would bet women are more interested because we live this oppressed life daily, but I wonder what impact it might have to make forums like this open to men only? I wonder?

can you repeat the feminine\_\_\_ survey that you use?

Feminine Ideology Scale

**Megan Williams:** Deb Tolman's Feminine Ideology Scale

thank you!

all the systems in place: religion, education, home life, criminal justice, these all oppress women and we need to have social change within these systems to ultimately change women's roles

**David Lee:** What are indicators that will measure progress towards countering limited roles for girls in communities?

less harassment in schools/communities.

less teen pregnancies

girls leadership roles in schools

An increase in bystander action.

Youth risk behavior survey questions about violence in relationships and sexual violence.

More teens participating as community volunteers

More conversation on the staff level about these issues.

less female to female bullying

yeah faith, survey's are great

increased self esteem and girls feeling good about who they are

more feminine love and support of one another.

increased participants in our girlz group program

wider expression of gender identity and sexuality

less adherence to rigid gender roles

girls dressing more modestly

attitude shifts

Increased parent involvement in new programs geared at advocacy.

a more all inclusive definition of gender identity and allowing people to identify how ever they wish.

wider expression and less hate motivated violence

we have to be able to buy the clothes for them ot do that

girl's participation in classes typically identified as masculine... shop classes, debate, computer programming and whatnot

more girls in leadership roles within the school, i.e. school councils, etc.

girlz requesting discussion of what homophobia is

Measuring boys/male attitudes towards violence, the bystander phenomenon/complicity is a problem alongside actual male violence

Secret ballots about sexuality

decreased alcohol and drug use

more push back from our girls when they are limited

more girls being outspoken!

girls as editors of school paper

individuality in girls... being happy who they distinctly are

what about more men listening to women and following their leadership

I think that's a great point! making feminine leadership, not necessarily look like masculine leadership.

allowing men who are leaders to lead in ways that have typically been seen as 'feminine'

education courses that address girls roles in society and unhealthy relationships

parental involvement

I lived in upstate NY several years ago, and a group of teens who were a part of the local chapter of RealityCheck (anti-smoking) were inspired to create a "Community Prom", alternative prom for LGBTQ-and-allies .... it's become a really successful annual event, and it's run almost entirely by high school students collaborating (from different high schools, who are usually in competition with each other)... think it's a great example of success in positive changes in the norms department

and not being ashamed of whatever defines femininity and love it embrace it and express it overtly!

increased media literacy

female president

amount of bullying/aggression that is happening in schools

question, if women take on some typical male behavior in order to define our equality

Girls need to be taught, through role-playing, how to stand up for themselves and others in APPROPRIATE ways

lateral leadership as opposed to hierarchal model

more political female leadership

mentoring young females is so crucial.

girls wearing less make-up, more boys wearing make-up - to show an expanded gender expression?

My male Spanish teacher wore makeup to class all the time

How do we continue to advocate for girl and women empowerment WITHOUT perpetuating the idea that it is a boy vs girl, men vs women, and instead a vested interest for everyone?

boys not being told demeaning things like "you throw like a girl" as if throwing like a girl is a bad thing?

parents need to "get it"

boys being encouraged to wear the color pink! for goodness sake, it's just a color!

I would rather see no one wear make-up because they know they are good enough just the way they are

and not reinforce gender roles

explore make up as a form of art and creativity rather than gender specific - ex. face painting, body art

agreed, linley

Sexism hurts men too-

[http://www.alternet.org/reproductivejustice/147626/5\\_stupid,\\_unfair\\_and\\_sexist\\_things\\_expected\\_of\\_men/](http://www.alternet.org/reproductivejustice/147626/5_stupid,_unfair_and_sexist_things_expected_of_men/)

pink is in for boys up here in Canada!

Laura, neither women, men nor society as a whole benefits from gender inequity -- we all lose!

initiating conversations about sex diversity including the existence of people who are intersexed

Doing this work and not being assumed to be one of those "Angry dykes" - which I have heard from someone when I told them where I work

Will we be able to access a copy of your Powerpoint Presentation?

I have short hair and wear no make up and rarely dress up and work at a DV shelter and I'm sure others have thought I must be lesbian, but constantly challenging these ideas....is important.

the types of sports girls and boys play - that it's not gender-divided (think football, field hockey, etc.)

**Prevention Institute:** <http://www.hardygirlshealthywomen.org/>

michele where are you from in canada

we were called "Radical lesbian feminist B\*\*ches" for being DV and SA advocates

Kimberley, BC

Thanks Megan and Cory! Great work!!

Do you live in Canada Liat?

montreal

Cool!

yep

email me maybe we could work together

liat@jwicanda.com

okay, thanks

Leora Shick - I am interested in learning more about Positive Behaviours Supports

This conversation has been awesome and has helped to renew my spirit and level of activism with women and girls! I love everyone who works daily to empower women and girls!!!! Let's keep up the good work and know that we are not alone! We are a collective that has power to change the world!

Really nice webinar!

Yes, thank you Megan & Cory! Thanks David, Christine, and Annie, too

What could we do to get proof that we attended this webinar for our supervisors that are needing that

Thank you all. Wonderful! Time well spent

**Megan Williams:** great call to action tasjha!

remember your purchasing power and who you support

Thanks a bunch!

thanks, great webinar and discussion!

Thank you for all your input

Thanks Everyone!!

yes carla!!!

Thanks Everyone!

Thank you. What a great discussion and knowledge.

Absolutely, Carla

thanks!!

thank you!

how can we get a copy of the powerpoints?

you all are awesome, great webinar!!

thank you - it was great and very informative

Thank you

thanks

This was awesome! Thanks to all participants and presenters!

Kathy Kupper: Thanks everyone!

thank you, this was wonderful!

how could we get proof that we attended today for our supervisor

Thank you very much! Great Job!

I think if we all work together we CAN and WILL change our society

**David Lee:** [www.preventconnect.org](http://www.preventconnect.org)

Thank You, Namaste!

Thank you!

Lets affirm that prevention money is coming

iS THERE a way to get a copy of the graphics that we could include in presentations? ?The pictures of girls especially?

love and blessings to you all!

thanks!

How can we get proof that we attended today for our supervisor

Thank you!

to Dene: print the chat box

Is there a way that we can get a certificate of attendance?

awesome!!

I believe there's an email sent out after your participation. Could that count as your certificate?

**David Lee:** it that works for you

It might as long as it specifies that it was an hour and a half. I'll wait and see  
thanks