



CFDI TOOLBOX TALK: SEXISM

- The definition of SEXISM is “prejudice or discrimination based on gender, especially against women, and behavior, conditions or stereotypes of social roles based on gender”.
As an employer, we have ZERO tolerance for sexism in our workplace.
- There are laws regarding treating someone differently based on their gender. Sex discrimination, which is treating an employee or applicant unfavorably based on their gender, is against the law. Sexual harassment, which includes unwelcome sexual advances or verbal or physical harassment, is also against the law. Employers and individual workers can both be held responsible for this behavior on a jobsite.
- Sexism can take different forms and we want to help make everyone aware of the different types of sexism that can occur so we can work together to eliminate it. We are here today to talk about “Everyday Sexism”. Every day Sexism can be “**Hostile**” (**Intentional**) or “**Benevolent**” (**Unintentional**) -- but BOTH types can be equally damaging and toxic.
- **Hostile sexism** can be easier to spot and identify and includes behavior and statements that women are inferior, weaker, unintelligent, emotional, etc.
- **Benevolent or unintentional sexism** is based on assumptions about women due to their gender that cause them to be treated unequally. Examples of Benevolent Sexism include asking a woman repeatedly instead of a man to take notes at a meeting or to get coffee for the meeting because of a belief that women are better at those tasks or not allowing a woman to carry materials because of a belief that she is not physically able to do so.

Put yourself in the shoes of a female coworker in each of these scenarios.

- How would these experiences make you feel?
- What affect do these types of experiences have on a team?
- How would you feel if you felt unwanted or unsafe on your jobsite every day?

The reality is these types of incidences affect safety on a job site.

Be an Active Bystander.

Scenarios:

Scenario	Reader/Facilitator Response
<p>The Senior Super has two Project Engineers with the same job descriptions working with him in the trailer, one male and one female. Before every meeting he asks only the female Project Engineer to distribute the handouts, take the meeting notes, put out the donuts, and brew a pot of coffee. She is his go to for this task.</p>	<ul style="list-style-type: none"> • Bystander response: The male Project Engineer can offer to take turns for the tasks. • Employee response: Ask the Foreman to choose someone else for the tasks. Tell the Foreman why it's important, how it makes you feel, and ask them to stop.
<p>An Assistant Super is needed for an OT shift to supervise some afterhours work. The male Assistant Super is offered the shift because the Supervisor knows the female Assistant Super has children and will likely be needed at home or will want time with her children.</p>	<ul style="list-style-type: none"> • Bystander response: The Assistant Supers can suggest that overtime be offered to all in the group and rotated with all Assistant Supers confirming their interest in and availability for overtime. • Employee response: Let the Supervisor know that everyone should be offered overtime and share your availability.
<p>The female Project Manager has an idea for how to address a problem with the ductwork on the jobsite. She tries to share her troubleshooting with the project team of males but is cut off and talked over. One of the men sees her frustrated and comforts her with "Sweetie, that's not going to work".</p>	<ul style="list-style-type: none"> • Bystander response: A Team Member should point out that people should be addressed by their actual names and all should be given an equal voice to make suggestions. • Employee response: Tell the men at the meeting that she has ideas to share and that calling her "Sweetie" is disrespectful.
<p>The Labor Foreman needs to move a pile of materials out of the way to a new location. He walks past the female laborer working closest to him and asks a male laborer on the other side of the roof to assist. The Labor Foreman does not believe the female laborer is as strong as the male and does not want to be responsible if she gets hurt.</p>	<ul style="list-style-type: none"> • Bystander response: The male Laborer should ask the female Laborer to assist them to get the job done quicker. • Employee response: The female Laborer tells the Foreman she can help.

In all cases, if the behavior doesn't change, speak to senior management and/or HR.

Gender Equality is part of safety culture:

- Mental and emotional wellbeing of employees – based on whether they feel included as a valued member of the team – can be linked to safety incidences on a job site.
- Ongoing acts of sexism take a mental and emotional toll on the wellbeing of the individuals who are the targets of sex discrimination in the workplace.
- Studies show that 71 percent of all employees report being impacted – either directly or indirectly – by some type of exclusionary behavior an average of four times per year.

Speaking Up:

There are reasons why individuals who may want to speak up or know they should speak up but are don't know how to. Some common reasons:

- Not knowing what to say or do
- Fear of looking bad among your coworkers
- Fear of making things worse
- Fear of becoming a target for future harassment
- Triggering your own trauma from past situations
- Fear of risking relationships
- Fear of retaliation – putting your job, reputation, or influence at risk
- Power dynamics – confronting a superior or someone well-liked in your company

Taking Action:

- Try to include others and be an ally if you see or know someone is being targeted
- If you see something, say something
- Contact your Project Supervisor, Foreman, and Superintendent
- Contact your HR Director and/or Safety Director



