

Safe Space and Inclusion

How can we do it together?



EKVALITA

Malin Gustavsson, MA, B.Soc.Sc.

CEO, Power and Norm expert





EKVALITA

Expertise on Gender, Diversity and Inclusion

Ekvalita consist of a team of experts on gender equality and diversity issues.

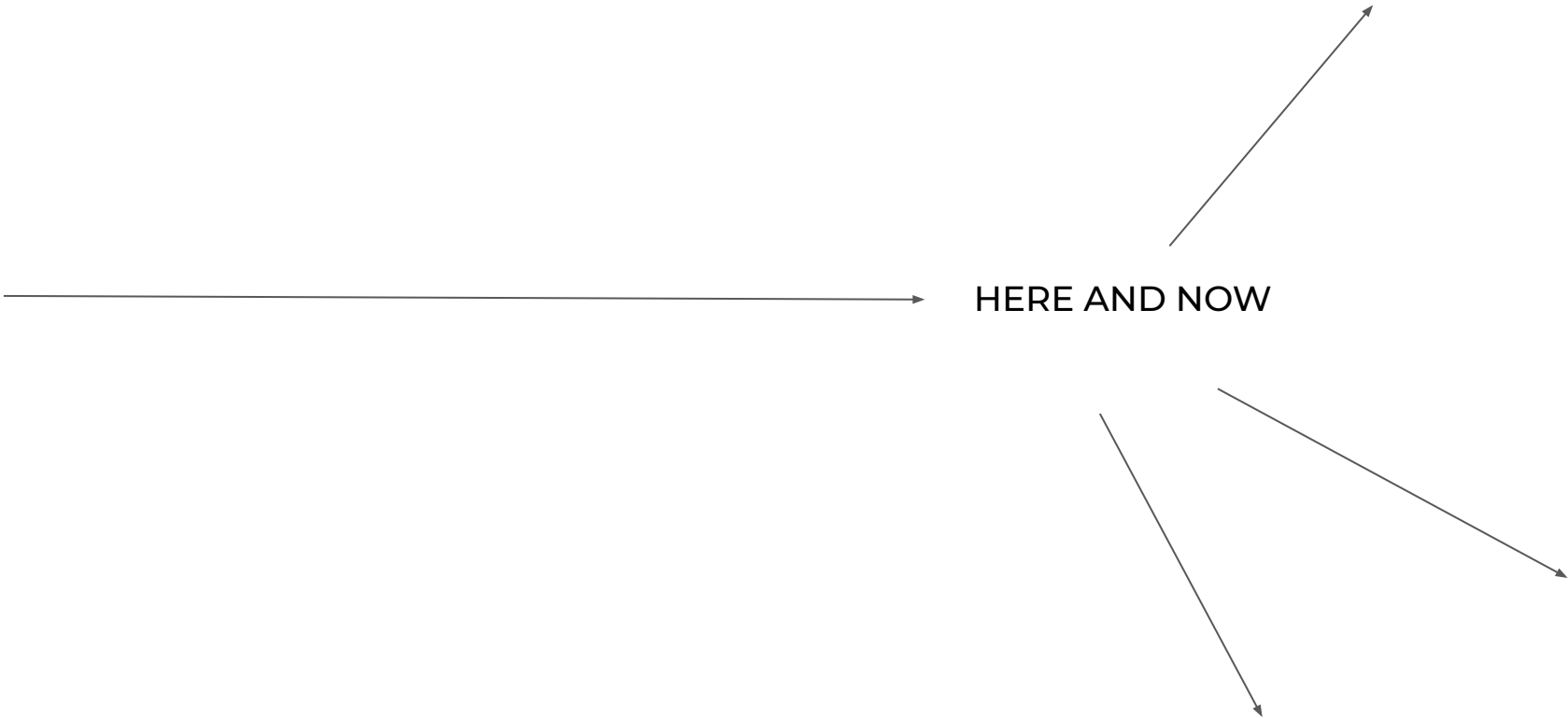
We deconstruct power and norms

We offer

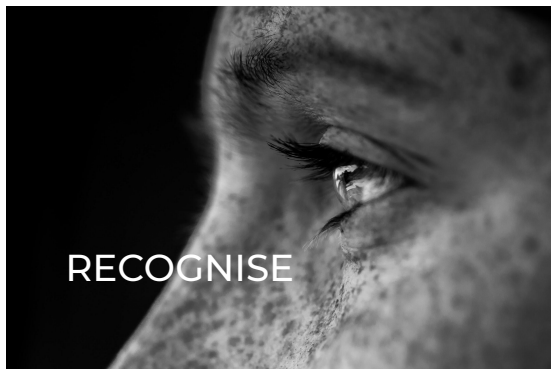
training, supervision and consulting for enterprises, state and municipal authorities, organizations and groups

We produce

texts, videos, web portals and hand books



FOUR STEPS FOR CHANGE



RECOGNISE

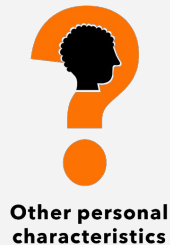
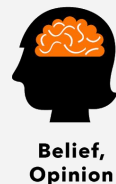
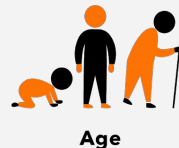
EQUALITY

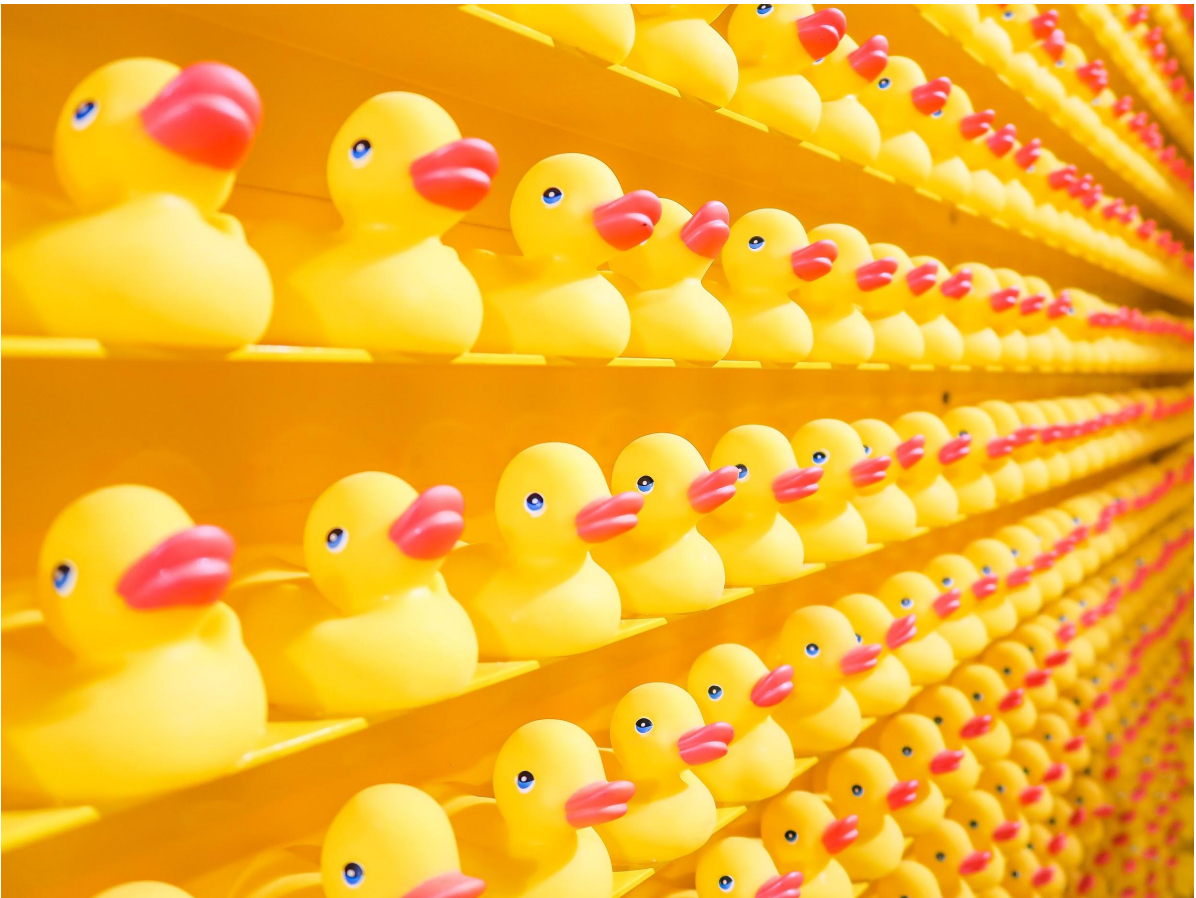
Equality means there is no violation of psychological or physical integrity, discrimination, or other forms of unfair treatment in the organisation. Also no intimidating, hostile, degrading, humiliating or offensive atmosphere. Inequality can be based on gender, age, origin, nationality, language, religion, belief, opinion, political activity, trade union activity, family relationship, state of health, disability sexual orientation and other individual characteristics.

GENDER EQUALITY

Gender Equality implies that everyone in the organisation, regardless of gender, gender identity or gender expression, has the same rights, obligations and possibilities to succeed, and feels safe and valuable in the work environment.

Grounds of discrimination





A joke that makes you feel uncomfortable.

Inappropriate language.

An intrusive look or a touch that lasts too long.

Something unpleasant happens between students or when university staff are involved that changes the atmosphere at the institution/ the association party

→ In situations such as these, it is easy to question whether you are just imagining things. Maybe it wasn't that serious. You don't want to blow something up that wasn't there.

Warm up: Teflon -test

How often have you find yourself in uncomfortable situations or being particular exposed due to one of the listed identities or characteristics at Åbo Akademi this far?



Often= 3p
Sometimes = 2p
Seldom = 1p
Never = 0p

- 1 Age
- 2 Ethical background
- 3 Nationality
- 4 Mother tongue or language
- 5 Religion or your conception of the world
- 6 Political standpoint or interest
- 7 Gender, gender identity or gender expression
- 8 Sexual orientation
- 9 Disability
- 10 Health situation

www.menti.com
23 08 477

Power and responsibility





UNDERSTAND

UNCONSCIOUS BIAS / BLIND

the part of your mind that contains feelings and thoughts that you do not know about, and that influences the way you behave

- Everyone carries unconscious bias
 - They are results of mental processes (information-processing shorts cut)
 - We are a product of our society
- We need to become aware of them
- We need to learn not to act upon them

Harvard Implicit Association Test (IAT)

14 different tests

Gender - Science.

“This IAT often reveals a relative link between liberal arts and females and between science and males.”

<https://implicit.harvard.edu/implicit/selectatest.html>

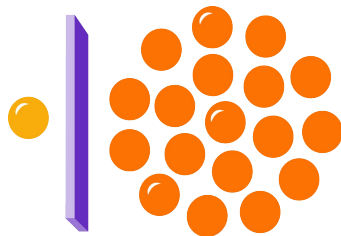
Religion IAT	Religion ('Religions' IAT). This IAT requires some familiarity with religious terms from various world religions.
Race IAT	Race ('Black - White' IAT). This IAT requires the ability to distinguish faces of European and African origin. It indicates that most Americans have an automatic preference for white over black.
Gender-Science IAT	Gender - Science . This IAT often reveals a relative link between liberal arts and females and between science and males.
Asian IAT	Asian American ('Asian - European American' IAT). This IAT requires the ability to recognize White and Asian-American faces, and images of places that are either American or Foreign in origin.
Gender-Career IAT	Gender - Career . This IAT often reveals a relative link between family and females and between career and males.
Arab-Muslim IAT	Arab-Muslim ('Arab Muslim - Other People' IAT). This IAT requires the ability to distinguish names that are likely to belong to Arab-Muslims versus people of other nationalities or religions.
Weight IAT	Weight ('Fat - Thin' IAT). This IAT requires the ability to distinguish faces of people who are obese and people who are thin. It often reveals an automatic preference for thin people relative to fat people.
Native IAT	Native American ('Native - White American' IAT). This IAT requires the ability to recognize White and Native American faces in either classic or modern dress, and the names of places that are either American or Foreign in origin.
Weapons IAT	Weapons ('Weapons - Harmless Objects' IAT). This IAT requires the ability to recognize White and Black faces, and images of weapons or harmless objects.
Disability IAT	Disability ('Disabled - Able' IAT). This IAT requires the ability to recognize symbols representing abled and disabled individuals.
Presidents IAT	Presidents ('Presidential Popularity' IAT). This IAT requires the ability to recognize photos of Donald Trump and one or more previous presidents.
Skin-tone IAT	Skin-tone ('Light Skin - Dark Skin' IAT). This IAT requires the ability to recognize light and dark-skinned faces. It often reveals an automatic preference for light-skin relative to dark-skin.

NORMS ARE PRODUCED THROUGH ACTIONS AND PROCESSES

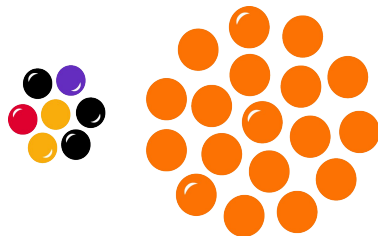
- Narratives about how it is and should be is applied on:
(organisations) culture, interpretations, study subject eller work area
- Structures, routines, and system
- Actions and non- actions

**Including
and
supporting
actions**

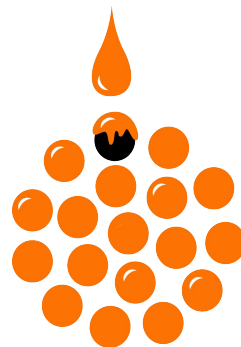
**Excluding and
limiting
actions**



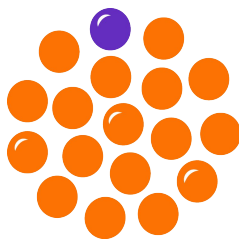
Exclusion



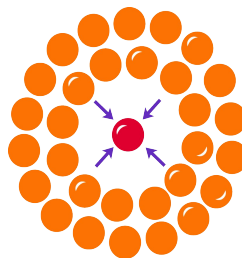
Segregation



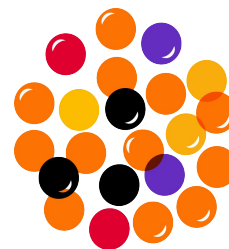
Assimilation



Integration



Othering



Inclusion

Othering

Othering is a process where “we” present “them” as different, thereby treating “them” differently.

Othering happens when a person or a group of people is profiled, judged, named or excluded. It could be by judging, naming, excluding or continuously referring to qualities associated with a defined group of people. Othering is also continuously stereotyping and one sides repeating of an experienced characteristic of a person or a group. Othering is on expression for racism

Sexual or gender based harassment

"Sexual harassment is defined as verbal, non-verbal or physical unwanted conduct of a sexual nature...

Gender-based harassment means unwanted conduct that is not of a sexual nature but which is related to the gender of a person, their gender identity or gender expression...

...by which a person's psychological or physical integrity is violated intentionally or factually, in particular by creating an intimidating, hostile, degrading, humiliating or offensive atmosphere."

Sexual harassment can be expressed in the following ways:

- sexually suggestive gestures or expressions
- indecent talk, puns and comments or questions referring to body parts, clothing or private life
- pornographic material, sexually suggestive letters, emails, text messages or phone calls
- physical contact
- suggestions or demands for sexual intercourse or other kinds of sexual activity

Gender-based harassment can be expressed in the following ways:

- degrading talk concerning another person's gender
- belittling connected to gender

Consent

Consent means a clear and voluntary expression of willingness. This refers to reciprocal actions between two people.

For example, giving consent to sex. The absence of an explicit “no” is not considered consent and it is best to ask the other person directly.

DESIRE TO CHANGE

Do we really want a change?

Is this important to the organisation?

Is this important to you?

Goals and support

An inclusive ÅA where everyone have a feeling of being valued and respected.

This demand that all of us take responsibility

Petra Lindblad and Markus Heikkilä at Student Union of Åbo Akademin: trakasseri@studentkaren.fi

<https://www.studentkaren.fi/en/harassment-contact-persons/>

**You have to feel the change,
otherwise there is not about a
change**

JUST DO IT

SafeR Space or Brave Space

A space that is safe enough for people to speak their minds. This demand a feeling of respect, fairness, confirmation and belonging.

- Lectures
- Group work
- Student activities

Challenge with safe space principles

- There is no safe space – there are always triggers and people have **different experiences of what is safe**
- Safe space rules restricted to people with academic backgrounds?
- Representation is always good, but the **power structures are still present in the space**
- Hierarchies can create a sense of a safe space, but if I question a person higher up in the hierarchy, what response do I get? **Where can I find routines?**
- To not be taken seriously by the organisation, is to feel alone. For example, to not be believed can feel worse than what happened.
- King Kong theory: you are being violated in a space but continue going back, as there are no other spaces for you to be

Thoughts from Discussion at Resistance and Safety-discussion at Publics, Helsinki June 2019

Equal treatment

- **Respect and fairness**
 - How do you show respect in discussions with other students?
 - What is active listening for you?
 - How do you create a feeling of fairness i.e group work or student activity
- **Confirmation and belonging**
 - What are your ways of showing appreciation? Are everyone comfortable to achieve appreciation?
 - How you make your other student feel confirmed and valuable?

Discussion in break out rooms:

www.menti.com **23 08 477**

What if...

...you might be the perpetrator

Preventing

Read the situation. Things that you have intended as a compliment can be highly awkward or unwanted by the recipient.

If you tell a joke, make a compliment or touch someone, pay attention to their reactions.

- Did they stay silent?
- Did they laugh nervously?
- Did they look uncomfortable or anxious?

If it happens

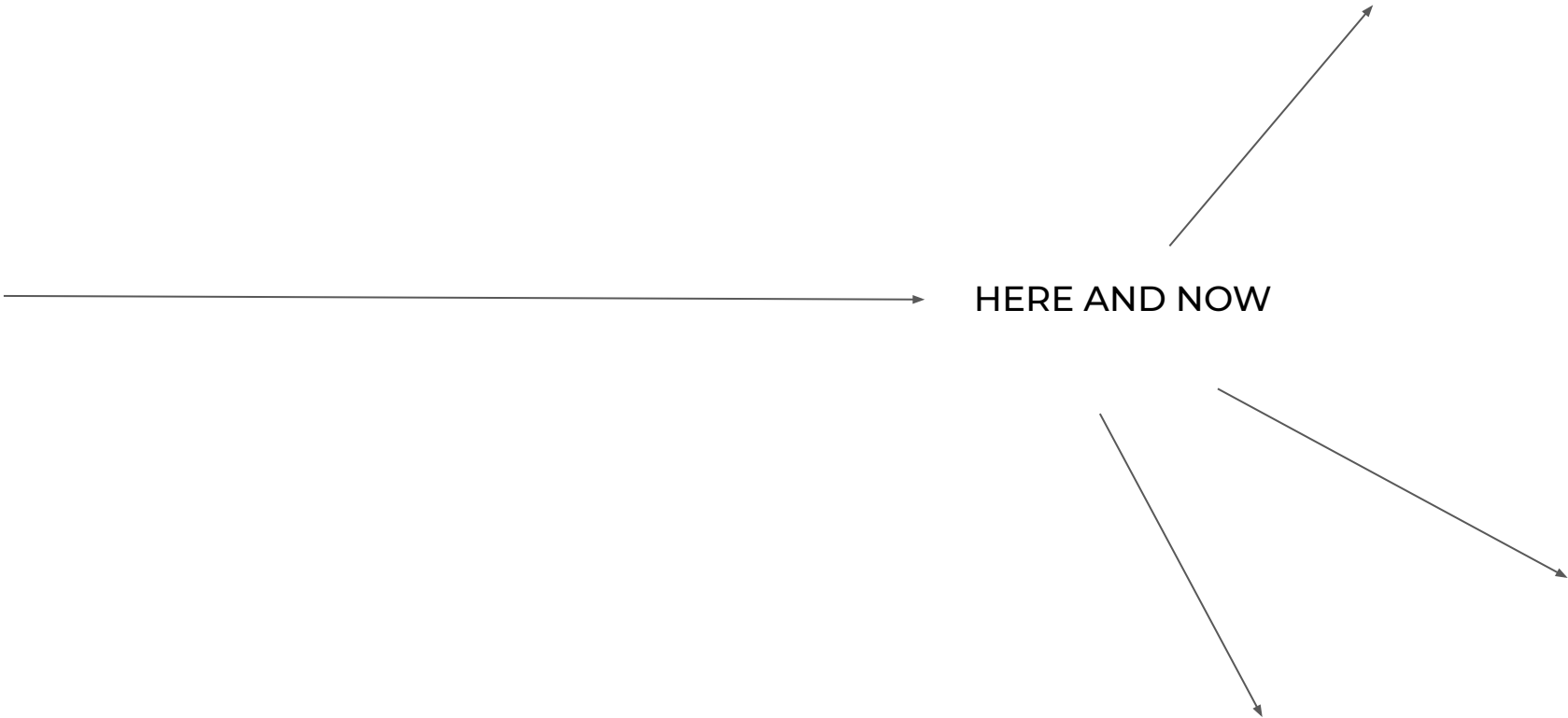
Don't protest. Stop and apologise.

If another student feels that you have crossed the line with your use of language or physically, or that you have contributed to a frightening, hostile, offensive, humiliating or unpleasant atmosphere and asks you to stop. Do not try to defend your actions or challenge the other person's views or experience.

Stop and apologise. Remember how difficult it can be to bring up this type of issue and be respectful towards this person who has had the courage to speak to you directly.

...you are the person who have been harassed or you are a bystander

1. Naming (what is happening/happened)
2. Criticize the action (not the person)
3. Give a constructive suggestion



Thank you for your attention!



EKVALITA

Malin Gustavsson

malin.gustavsson@ekvalita.fi

