

# Tackling Discriminatory Behaviours

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# What we will cover

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- Definition of discrimination
- Discrimination in the outdoor sector
- Examples of discrimination
- Steps to tackle discriminatory behaviour

# Equality Act 2010

## Protected Characteristics

Age



Disability



Gender Reassignment



Marriage & Civil Partnership



Pregnancy & Maternity



Race



Religion and Belief



Sex



Sexual Orientation



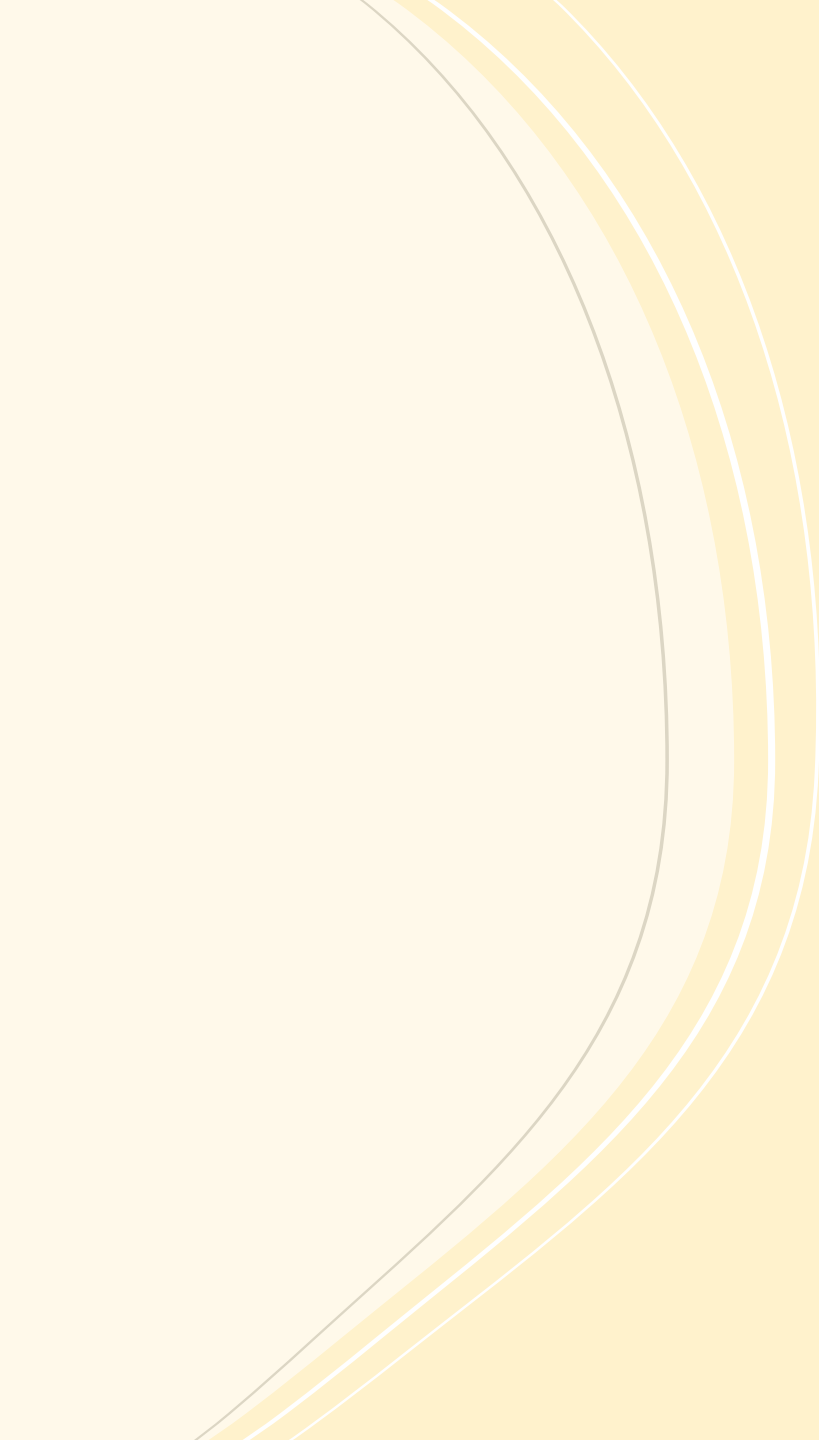
## Discrimination

"Discrimination means treating someone 'less favourably' than someone else, because of a protected characteristic."

Equality Act, 2010

"treating a person or particular group of people differently"

Cambridge English Dictionary



Sexism is linked to beliefs around the fundamental nature of women and men and the roles they should play in society. Sexist assumptions about women and men, which manifest themselves as gender stereotypes, can rank one gender as superior to another. Such hierarchical thinking can be conscious and hostile, or it can be unconscious, manifesting itself as unconscious bias.

# Who does sexism affect most?

While sexism **typically** affects women and girls, **transgender** and **nonbinary** people can experience sexism, too.

A nonbinary person may experience sexism when someone makes assumptions about them based on sex assigned at birth, for example.

Sexism directed toward trans people can also involve transmisogyny. This overlap of misogyny and **transphobia** might include criticism and condemnation for failing to align with gender norms associated with either sex assigned at birth or their actual gender.





What do you see?



# What do you see?

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One sex is superior to another in terms of strength, ability, and taking risk

Women are being objectified because of their looks and body image

Women are there to be in supportive' roles

Women are stereotyped as the 'weaker sex'



# Gender discrimination manifests itself through



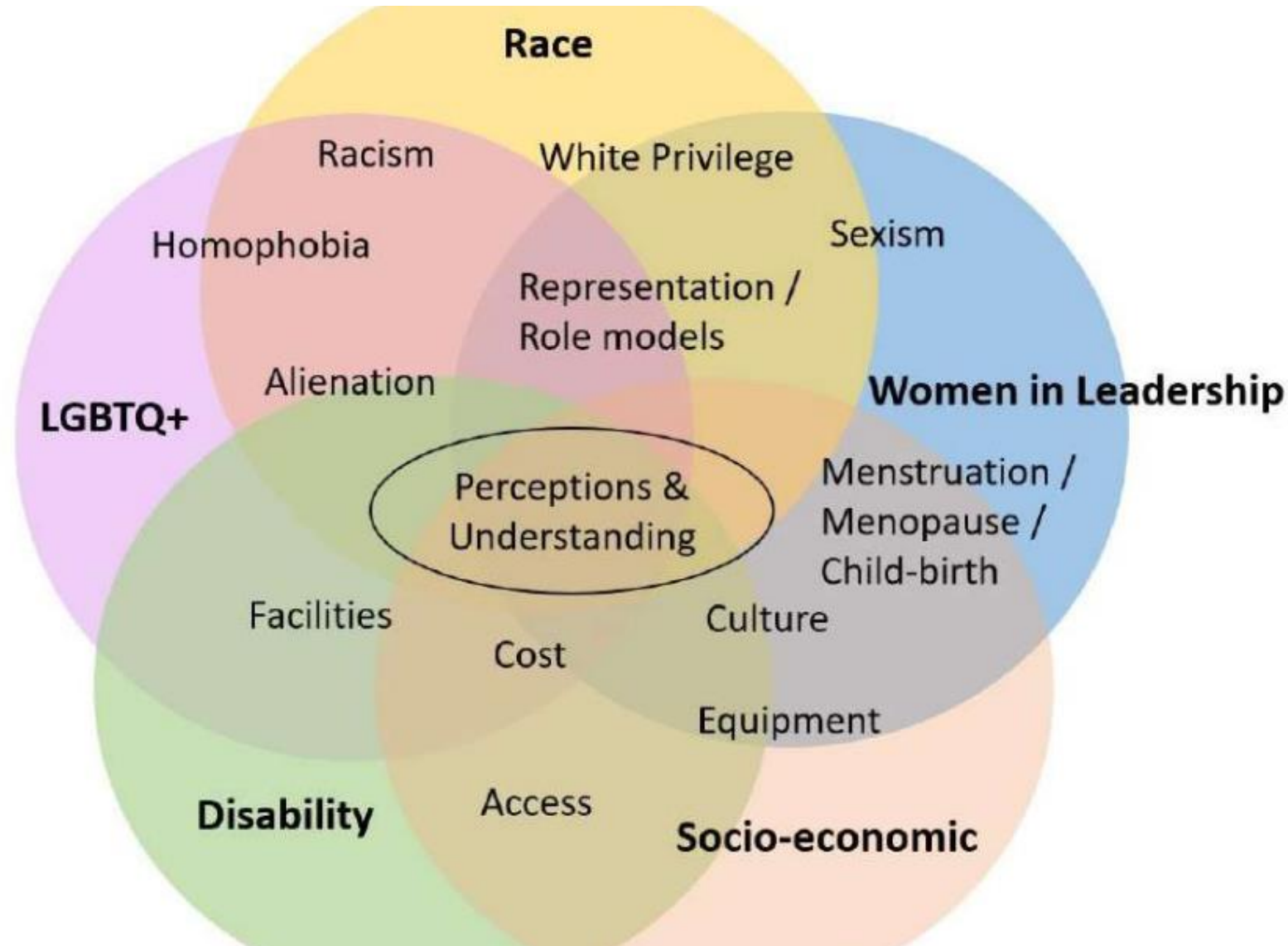
Institutions

Interpersonal actions

Imposter syndrome (internalised)

Structural (Sexism and misogyny in the outdoors is creating poor health outcomes for women)

Workplace, online, public, and education



# Looking back to move forward

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Developing Confidence.... V's Critical Consciousness

Understanding history and how Sexism (or any ism!) operates so that we can be pro-active in dismantling that in ourselves and the world around us.







# Getting Active Outdoors:



## Girls not welcome:

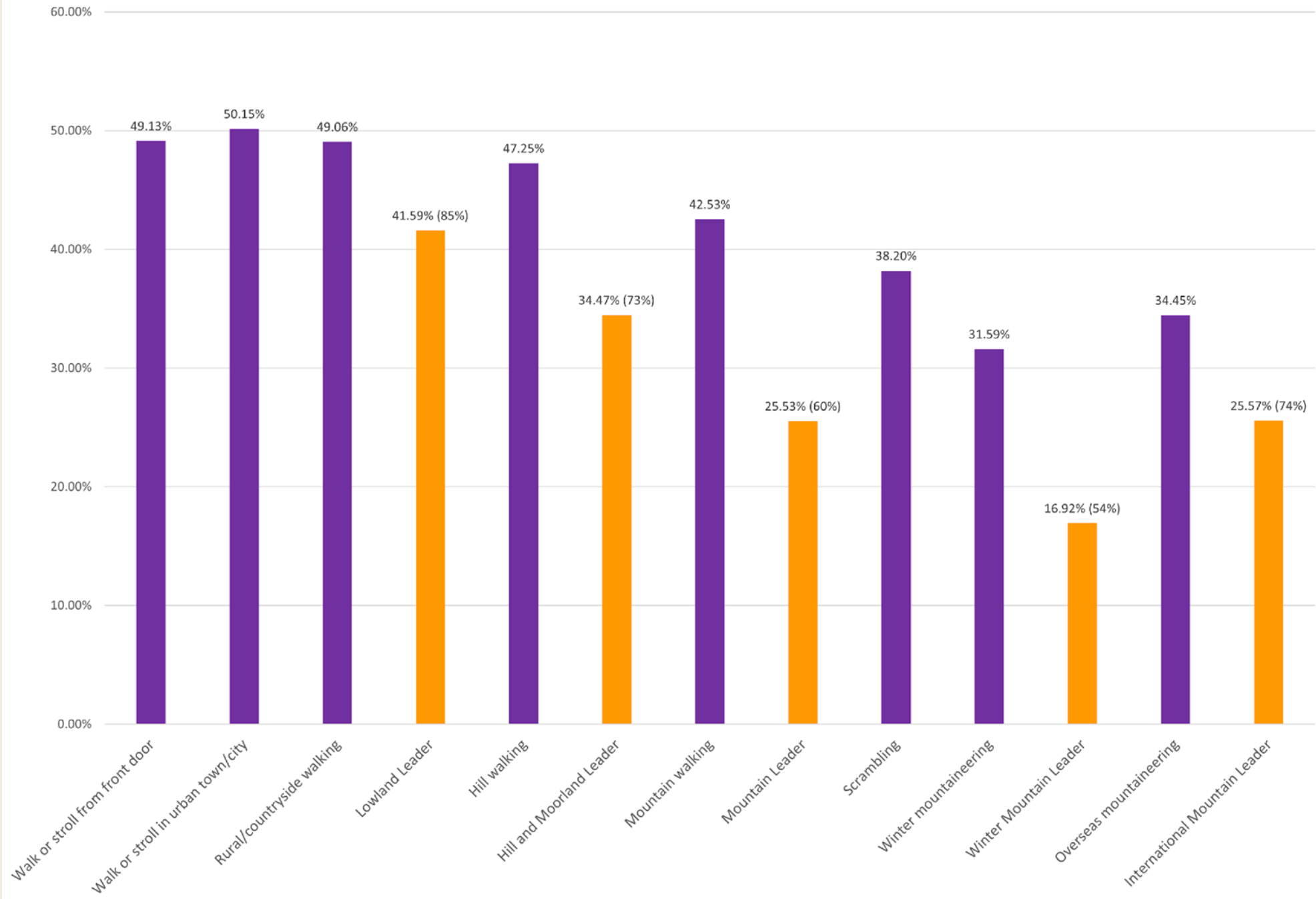
outside spaces designed for children and young people are often considered 'boys places', Girls feel they must stay out of the 'boy's areas'.



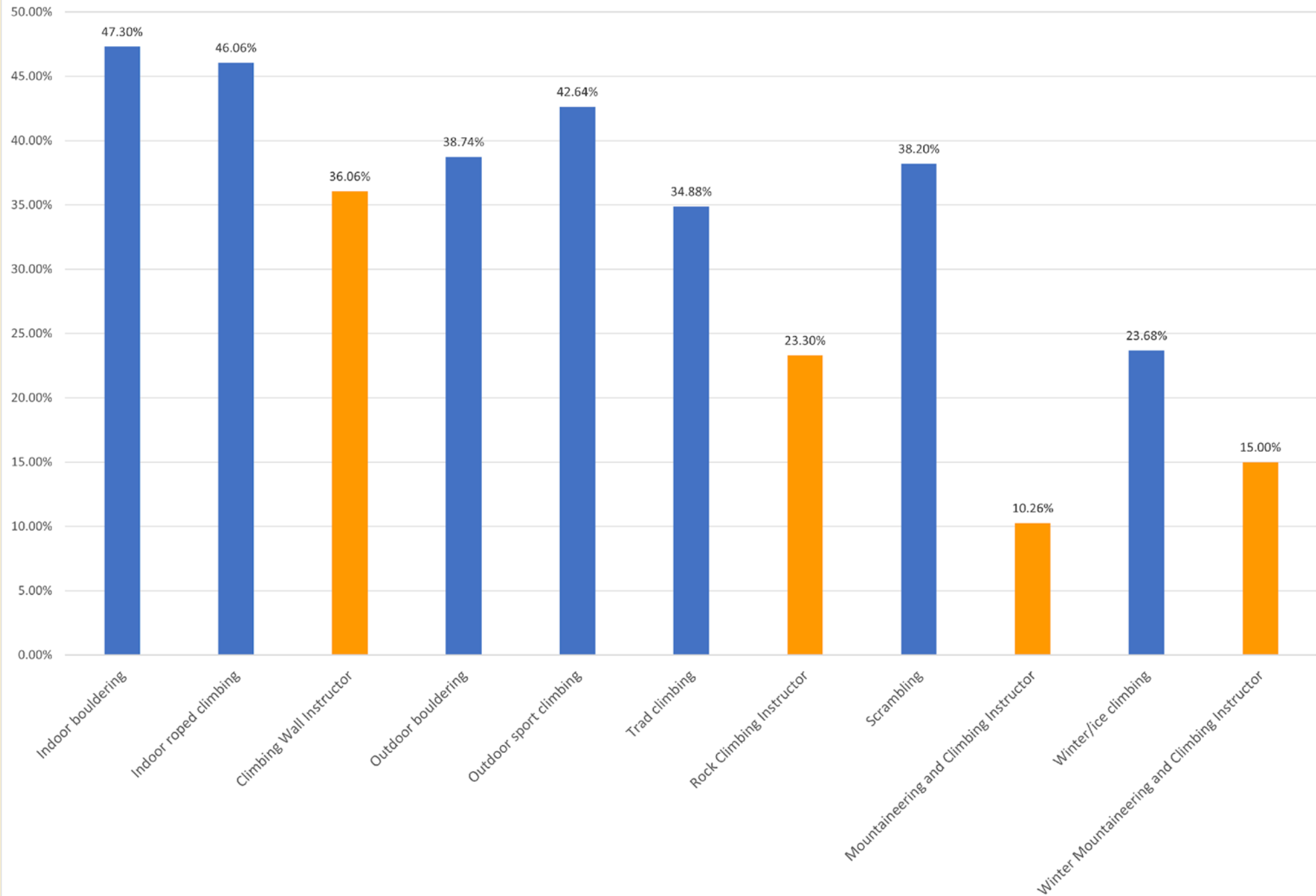
## Parents fear:

over 80% of parents state that 'children get less exercise today because parents are afraid to let them go outside alone, particularly their daughters

## Female activity participation and Mountain Training qualifications - Walking

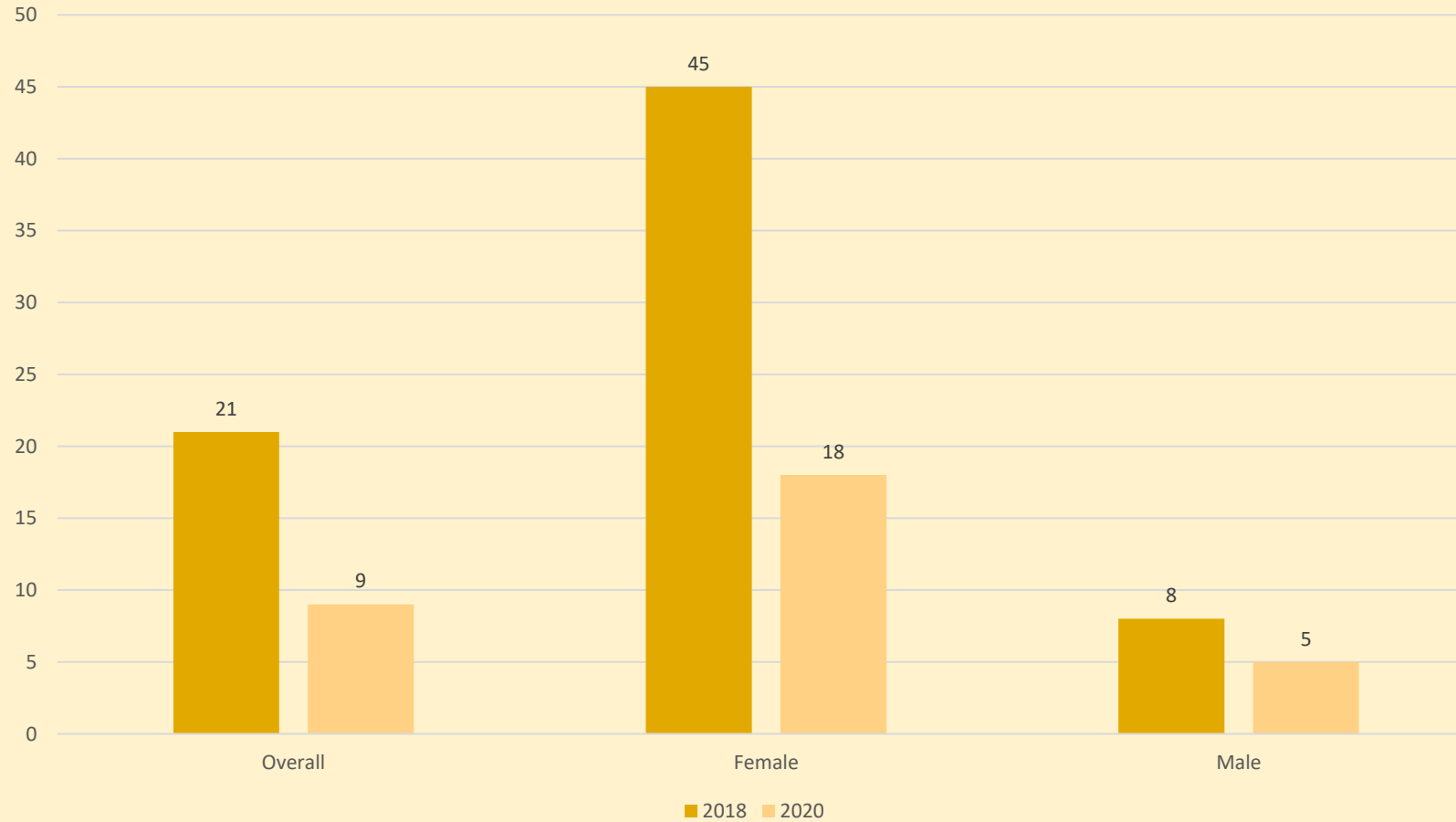


## Female activity participation and Mountain Training qualifications - Climbing



# Experiences of Discrimination

% of staff saying Yes to experiencing discrimination from colleagues or managers at OBT.







# **Sexism Bingo!**

# How did you do?

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'Young lady this job is not for you'

"Let me do the heavy lifting ..."

"Uni sex is for everyone why do we need gendered clothing?"

"No way Miss, are you the one driving?!"

Had questions directed at a male colleague when you are leading as equals.

Had someone ask if you are lost or need help on the hill / trails / crag (when you are clearly fine!).

Been mis-gendered i.e. someone assumed you were a different gender than the one you identify with.

Been the only female on a training course and felt like you were constantly "keeping up"

Felt like you needed to prove yourself at work or on a course

Experienced comments being made about your body size, shape or appearance

Been ignored or not included in meetings or decision making, even though you are experienced and have good ideas

Held back from doing a qualification or applying for a role through fear of not being good enough

Been expected to wear clothing or equipment not designed for your body type

# Recognising Gendered Interactions (Discriminatory Behaviours)

(Awareness / Choice / Change)

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**Interactions that indicate that you are “Lesser than” in some way (linking back to historic beliefs and oppression). E.g.**

- You, your way of being or your contributions are less valuable/valid.
- You are less capable.
- Your way of being in the world is not catered for/invisible (physically or psychologically)

**Or “only valued if” (linking back to historical ideas of women being valued in particular roles, often relating to serving men in some way.) E.g. you are valued if:**

- You look a certain way.
- You display nurturing qualities or take on caring roles.
- You suppress your own needs to be in service of others.

Don't validate a sexist comment/behaviour with a laugh. By laughing, you're saying 'this is OK with me.'

Don't just let it pass. It's not always easy to say something, but if it's safe to do so, challenge the use of sexist language/behaviour.

Ask questions. What did they mean by that? Was it funny? Why did they feel the need to refer to the person's gender?

Remind them of their better self. Would they have said/done that if they were in a different setting?

Or express outright disapproval. 'I didn't like what you said and I don't think it's funny.'

Know your boundaries. If this turns into a heated exchange, recognise your own limits and don't feel guilty for shutting down the conversation.

## Addressing sexist behaviour

What can you do personally?





## The Active Bystander

Active bystanders take action to intervene in a situation where harm or injustice is occurring than remaining passive or indifferent

# What would you do if?

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I had an all-boys group and was working with a male instructor who thought we were lost. I said, "We're not lost . . . we're here on the map . . ." They didn't listen, took the map and compass, and off they went. (Kristy, participant presenting as a woman)

What would you do personally?

What could you do as an active bystander?

# Bystander intervention

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- The Bystander could directly intervene and see please give the mapo back to Kristy.
- You could let Kristy know they have noticed
- You might ask someone else to step in
- You could take the male leader aside, explain the behaviour and ask them to apologise
- You could report the person to a manager

# What would you do if?

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Ann is the only female on a staff training day. The day is about team bonding and sharing good practice. Four of the guys have been out climbing at the weekend and are talking enthusiastically with the manager leading the day, about the hard route they've climbed. Ann climbs too and recognises some of the routes they're discussing but hasn't climbed any of them yet. She tries to join in but feels like she's treated as if she's not even there. At lunchtime she sits by herself, pretending to read a book.

What would you do personally?

What could you do as an active bystander?



# Bystander intervention

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- The Bystander could over and speak to Ann
- You could point out to the managers that the 'guys' are getting all the attention
- You could change the conversation to invite Ann into it
- You could ask Ann directly what her experience has been
- You could encourage Ann to take action with your support

# The 5 D's of Bystander intervention

## Direct Intervention

This involves stepping in and directly addressing the situation.

- I don't feel this is appropriate
- Your behaviour is unacceptable

## Distract

This involves diverting the attention of the person causing harm in order to protect the victim.

- What do you think about this (to the victim)
- Can we focus on the specific issue here?

## De-escalate

This involves using communication skills to defuse a potentially harmful situation.

- Can I intervene here?
- I think we need to take a moment here
- Can we please move away from this conversation?

## Delegate

Seeking help from others: This involves involving others, such as authority figures or bystanders, to assist in the situation.

- Did you notice that behaviour?
- Can we raise it together?
- I will ask another ladder to step in
- I will inform my manager

## De-stress

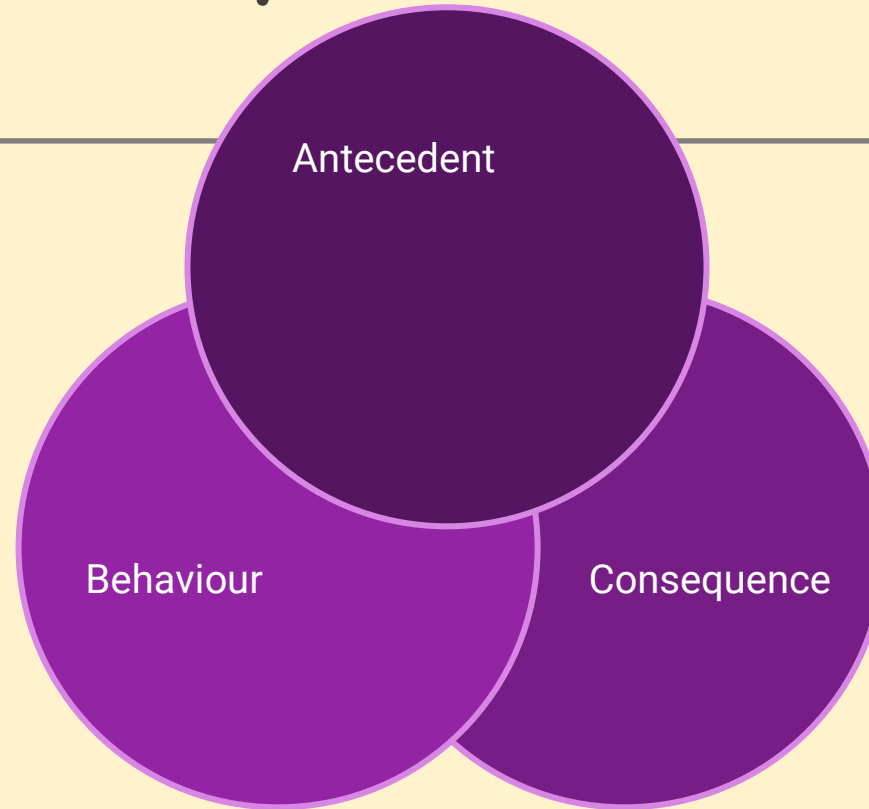
Providing support to the victim: This involves offering support, comfort, and assistance to the victim.

- Can I offer you any support?
- Do you want to talk about this?
- Is there anything I can do to support you with dealing with the situation?


# The ABC of Safety

The antecedent, which means "coming before," can be any event or social or environmental factor that occurs before a behaviour, prompting that behaviour.

Identifying the specific behaviour that needs to be changed is the next step in the ABC model. This is the action or inaction that is occurring and causing concern.



The "consequence" is an event or symptom that occurs after the behaviour in response to that behaviour.

The image features a stylized background with a blue sky and a dark mountain silhouette. Three human figures are shown in silhouette, climbing the mountain. The person at the top is reaching out, the middle person is being assisted, and the person at the bottom is also being helped. A large, light-colored curved shape on the right side of the image contains text.

# Climbing the mountain together...

How does Sexism live in me and how can I unlearn it?

How can I make sure my language and behaviours as a leader in the outdoors say to others,

"You belong..."

"You have value here..."

"You are capable and able to learn..."



THANK YOU

**#MORETHANYOUTHINK**