

Let's Discuss:

“Let's Talk About Sexual Harassment, Abuse, and Assault”



You've read *Let's Talk About It: Sexual Harassment, Abuse, and Assault on the Field*, the research paper by Global Trellis. Now what? Our hope is to keep the discussion going! So, to move the discussion from the page to your team or organization, here is how your team, region, or organization can discuss the paper.

Download the paper at: globaltrellis.com/lets-talk-about-sexual-harassment

We have designed this guide to be used in two sessions with the first session focusing on the survey results and the second session focusing on the ten contributing factors.

- 1. Set aside a block of time.** If you want to discuss the entire paper, ideally set aside two hours to a half a day for each session. If instead, you want to weave it into weekly or regular meetings, discuss the topics one-by-one at during a meeting.
- 2. For session one:** Pre-assign one or two people to each of the sections:

Overview of the Survey, Definition of Terms, Two Buckets, Frequency of Sexual Harassment, Prepare and Support when Rare or Seldom, Prepare and Support when Frequent of Common.

For session two: Pre-assign one or two people to each of the ten contributing factors
- 3. Ask the people you have assigned to a section** to review their section before the meeting and come prepared to share the following with the group:
 - a. Give an overview of the section.
 - b. Share one or two quotes that stood out to you as you read your topic.
 - c. What is one thing you could implement on your team, in your region, or in your organization that would be helpful?
 - d. Be prepared to ask everyone after you have shared: what's one question you have related to this section of the paper that we could discuss now?
- 4. Predetermine how much time** you will give to each section (for instance, 20 minutes) and assign a timekeeper. When the timekeeper says, "time's up!" move to the next topic. No matter how much you want to keep talking 😊.
- 5. Hear the presentations** on the various sections or contributing factors.
- 6. Before you leave, decide one to three next steps** to keep exploring or address what you have talked about.
- 7. Close with three minutes of silence** to allow time to reflect on and receive what you've heard.