

# chicago foundation for women

## TALK IT OUT 2018 KEY FINDINGS

Thank you for joining CFW to **Talk It Out**. By participating in **Talk It Out**, you are a partner in **The 100% Project** and are helping CFW get closer to our goal of ending gender bias in our region within a generation.



The Office of the City Clerk of Chicago hosted a conversation with staff.

### Fast Facts:

- **Talk It Out** is a region-wide, week-long conversation series.
- Over **130 hosts**—from Englewood to Edgewater—volunteered to host a conversation.
- Conversations were held in **English and Spanish**.

Mid-March, groups of friends, neighbors, classmates and colleagues came together to talk about gender bias, sexual harassment and the #MeToo movement. Discussions centered on different expectations for women and men, healthy relationships and the widespread nature of sexual harassment. This is what we learned from those conversations:

*"I think the stigma still exists that women are gentle and soft. If we speak up, we are seen in a different light."*

**72%** Of respondents said **Talk It Out** changed the way they think about sexual harassment and gender bias:

*"We need to be thinking and talking about **ALL** identities and how #MeToo impacts them."*

*"It's easy to forget about common situations that can be the most disturbing."*

**78%** Said **Talk It Out** changed the actions they will take at home and work:

*"We have the ability to model consent in every space we enter, and I intend to carry that into my work and personal lives."*

*"[Talk It Out made me more] aware of subtle things: am I interrupting someone else? Am I making everyone feel included?"*

## WHAT DID TALK IT OUT CONVERSATIONS LOOK LIKE?

88%

Of respondents were new to **Talk It Out** this year, indicating that more Chicagoans are joining the conversation on gender equity.



LiftUPLift hosted Talk It Out in Edgewater.

*"It was great to get the perspective of not only women but men as well, and it was so beneficial to discuss various topics and be able to speak freely [with] each other about them."*

**We still need to more men to join the conversation: a majority of respondents were women/women-identified.**

## HOW DO WE CONTINUE THE CONVERSATION?

*On Wednesday, March 21, CFW hosted a Twitter Chat to drive the conversation among all partners in The 100% Project. Many people spoke about needing a more inclusive framework for conversations—one that recognizes the unique needs of women from different backgrounds.*

89%

Said they have, or plan to, share what they learned or to host additional conversations.

69%

Of respondents had conversations with those best positioned to be workplace allies: their colleagues.

*"Remember that women of different backgrounds may face additional barriers to speaking out, e.g. community isolation or fear of law enforcement due to unstable immigration status. We need to reach out to and support survivors even if they're not using the hashtag #MeToo. #TalkItOut"  
@kanwin\_chicago*

*"We need to make sure that women experiencing homelessness are supported by the #MeToo movement #TalkItOut"  
@HousingActionIL*

## WHAT CAN I DO?

**Talk It Out** conversations spurred discussion of strategies to address sexual harassment—whether you experience it yourself, or witness it—and start the cultural shift to end harassment for good. Here’s what our partners said:

*If you’re being harassed, **document everything**, find allies in the workplace or outside of it, and talk to an employment discrimination lawyer.*

***Take up space.***

***Call it out when it happens.** Ask, “you know what you are doing is incredibly inappropriate, don’t you?”*

***Be loud. Don’t be silent.***

*Build relationships and allies, and **be an ally** to others in your workplace.*

***Validate others’ experiences.** “I saw this, and what just happened is not okay.  
How can I help you?”*

*Men can be allies by **speaking up** when they witness harassment or hear language that disrespects or denigrates women.*

## CONTACT THE EEOC

According to the Equal Employment Opportunity Commission (EEOC), “*harassment can include ‘sexual harassment’ or unwelcome sexual advances, requests for sexual favors, and other verbal or physical harassment of a sexual nature. Harassment does not have to be of a sexual nature, however, and can include offensive remarks about a person’s sex.*”

If you have been sexually harassed and want to take action, visit [eeoc.gov](https://www.eeoc.gov) to learn more about your rights.

## RESOURCES

[#MeToo...Where do we go from here? 5 Actions To Take NOW!](#)

After hosting their own Talk It Out, LiftUPlift put together a list of five action steps based on the conversation.

[The Aziz Ansari Syllabus](#)

Compiled by HEART Women & Girls

[The New York Times Lesson Plan: Teaching About the #MeToo Movement](#)

The New York Times worked with educators to put together resources for educators.

[The Mask You Live In](#)

Boys and young men struggle to navigate narrow definitions of masculinity.

[Time’s Up: Know Your Rights](#)

Resources to identify and take action against sexual harassment.

The **National Women’s Law Center** can connect individuals who have experienced sexual harassment in the workplace or related retaliation with attorneys offering legal assistance, including a free initial consultation. To request legal assistance, [fill out this form](#).

**RAINN (Rape, Abuse & Incest National Network) National Sexual Assault Hotline:**  
800-656-HOPE (4673)



## TALK IT OUT IN THE NEWS



CFW President/CEO K. Sujata appeared on Fox 32 to discuss Talk It Out and #MeToo.

Chicago Tonight: [‘Talk It Out’ Series Seeks to End Sexual Harassment, Gender Bias](#)

Rebellious Magazine: [Chicago Foundation for Women Holds Week of Talks on Sexual Harassment](#)

Crains: [After #MeToo, the role of men in the workplace](#)

Chicago Woman Magazine: [What’s Next for #MeToo?](#)

Medium: [Is it ever too early to talk about #MeToo with kids?](#)

## WHAT’S NEXT?

Thank you for being part of **Talk It Out 2018**! Chicago Foundation for Women is proud to be part of a community committed to developing creative solutions to end gender bias.

Thanks to your feedback, we are already working to make **Talk It Out 2019** even better, with more in-depth resources for hosts and participants.

In the meantime, for updates, information and resources for ending gender bias and getting to gender equity, sign up for *GoWomen*, CFW’s monthly newsletter, at [www.cfw.org/contact](http://www.cfw.org/contact).



The South Asian American Policy & Research Institute, Indo-American Center, Apna Ghar and Chicago Desi Youth Rising came together to host Talk It Out within Chicago’s South Asian community.

## DON’T FORGET!

**Mark your calendars:** The conversation about gender equity continues at CFW’s [33rd Annual Luncheon & Symposium](#) on **Tuesday, September 18**. We’ll be welcoming gymnast Aly Raisman, an outspoken advocate and catalyst for the **#MeToo** movement. **#100PercentCHI**



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