GENDER ROLES ON TEAM

How do we value others' experiences, recognizing that it may be very different from our own? How do the below interactions differ?

> ***Example: going out on patrol male/female, female/female, male/male.***
> ***Example: a young woman talking with a soldier, an older woman talking with a soldier, a man talking with a soldier.***

Because we are working and living in a patriarchal society in Hebron, men sometimes don't notice when the women are excluded. Men on team are invited to be intentional in noticing when they and others fall into patriarchal models of behavior.

What you can do:

*   Notice what goes on in meetings. Are women acknowledged to ask questions and make comments? Take action to see that questions get redirected so women have opportunities to answer, and that women are recognized to make comments. As men do this, it's important not to turn into the facilitator of the meeting. In affirming women in this way, women feel supported by their teammates.
*   Prepare for meetings ahead of time, thinking about gender roles and how they may play into the meeting. Decide who is going to take what role in the meeting.
*   Men: be open to women's reminders when you slip into patriarchal tendencies and situations.
*   Older persons and men: recognize how draining going out on the street can be for young women.
*   Be thoughtful in framing your questions. Season them in your mind before you ask them. Be deliberate in your interactions. One of the women has found this has gained her respect. Be aware of teammates doing this and give them the space that they need.
*   Translators can be helpful by acknowledging and including women in the discussion, translating their questions and the answers that come back.
*   Switch roles. Usually it is a woman who brings the beverages to guests in Palestine. When a guest visits the team, ask the man to prepare the tea/coffee and serve. Model that different way of doing things.

Based on a Hebron team discussion in July, 2004.