
WHAT WOMEN IN CPT WANT MEN IN CPT TO KNOW

As an organization committed to nonviolence and justice, CPT is committed to undoing oppressions. During the Undoing-Sexism module of the base-line Peacemaker Corps training, the women are asked to share with the men "what men in CPT need to hear from women in CPT." The list below is a compilation from successive trainings. CPT men are encouraged to review this list and reflect how they might live into these invitations.

- Keep your eyes open to see and hear the treatment of women, on the street, in meetings, etc.
- Don't compare male adaptations to culture (i.e. in the Middle East) to how women have to adapt. Please don't minimize what it takes for women to navigate in that culture.
- Come up with your own ideas about how to stop/deal with harassment on the streets – it's not just a woman's problem.
- Initiate space for the team to check-in about gender-related issues – don't wait for women to bring it up once they've experienced difficult things.
- Please don't patronize by dealing with the problem for women, by driving the discussion, or deciding how to fix it.
- Young men in CPT are often given "rock-star" status. Remember: "You're not all that." (A rock-star.)
- You will need to work to overcome cultural norms in the places we work so that you include women in social life.
- Be willing to check-in with women on the team. Ask things like, "Have I been hurtful, or ignorant? Have I been supportive enough?"
- Please don't take my observations of sexism as personal criticism – just listen, then listen some more, and don't get defensive, listen again, then don't bother to say anything until you've sorted through your thoughts a while.
- Homophobia is also offensive to women.
- Women may not need an ally just for big traumatic events, but also for the cumulative effects of daily life.
- Please notice how much space you take up with your voice, body language, speech, and take a step back so that others – who wouldn't otherwise push themselves in – may use the space.
- Read and discuss a common text, such as Barbara Demming's "We are All Part of One Another."
- Ask teammates on regular basis, "How are you doing with sexual harassment?"
- When walking with a female CPTer, be aware of how she is reacting, and be aware of how others are reacting to her.
- When asked by CPT partners to make a decision on a subject, make sure your response is clear that you don't make the decisions on behalf of the team, without other team members' input, including female CPTers' input.
- Think, "How would you like your mother/sister/daughter to experience this treatment?"
- Take female CPTers, their thoughts and words, seriously.
- In a male dominated conversation, invite your female CPTers to join.
- Don't be afraid to ask female CPTers how you can be supportive.
- Make "undoing sexism" a regular item on the team agenda.
- When a CPT partner is making eye contact with you in asking a question, don't assume that you're the only one who can answer the question. Invite and offer space to the female CPTer beside you to respond.