

FEMINIST FIGHT CLUB

@CSU

FIGHT MOVES FOR: Office of Financial Aid

There are many ways to support one another and create a culture of inclusion and equity. In addition to changing policies and systems, we can shift how we show up for ourselves and others through small, everyday behaviors and actions.

Below are a few examples of “fight moves” that can be used to interrupt and change problematic behaviors and systems. Some are inspired from the book, *Feminist Fight Club*, while others are suggestions from our own campus community. All quotes are from the *Feminist Fight Club* book by Jessica Bennett. Page numbers refer to the paperback edition.

Respect Women’s Authority/Credibility

“Women’s ideas are less likely to be correctly attributed to them – and often because somebody else (a man) is repeating them more loudly” (FFC, page 236).

- Bring in the expert (invite in)
- Reaffirm expert status
- Defer back to the origin of the idea or thought
- No fudging, support owning it, not minimizing it
- Interrupt undermining behaviors

Hear Women’s Voices & Ideas (the 1st time)

“Start small: by supporting other women and backing up their ideas” (FFC, page 22).

- Amplify women’s ideas
- Wing woman (person)
- Speak to be heard
- Actively seek to hear
- Call in originator’s voice

Assigning/Assuming Tasks

Set up a rotation system for office tasks (ex. drawing names, spreadsheet, etc.) (FFC, page 55).

- Men volunteer to plan, setup, cleanup
- Show up and appreciate and Acknowledge
- Rotate responsibilities

FEMINIST FIGHT CLUB AT CSU

PURPOSE:

The Feminist Fight Club at Colorado State University provides an inclusive space for community, growth, learning, and support for all members. We seek to develop our skills in identifying and addressing problematic behaviors that disadvantage women and other marginalized groups in the workplace and on campus by building upon the research and strategies presented in the book, *Feminist Fight Club*. We also focus on holding ourselves accountable to one another as we model and practice behaviors that foster a campus culture and climate that supports the success of all students and employees. To this end, we commit to support one another through honest reflection, courageous dialogue, and collective action.

CSU’S PRINCIPLES OF COMMUNITY

INCLUSION:

We create and nurture inclusive environments and welcome, value and affirm all members of our community, including their various identities, skills, ideas, talents, and contributions.

INTEGRITY:

We are accountable for our actions and will act ethically and honestly in all our interactions.

RESPECT:

We honor the inherent dignity of all people within an environment where we are committed to freedom of expression, critical discourse, and the advancement of knowledge.

SERVICE:

We are responsible, individually and collectively, to give of our time, talents, and resources to promote the well-being of each other and the development of our local, regional, and global communities.

SOCIAL JUSTICE:

We have the right to be treated and the responsibility to treat others with fairness and equity, the duty to challenge prejudice, and to uphold the laws, policies and procedures that promote justice in all respects.



Support for Working Moms

“Fight for parental leave policies, and encourage women and men to take it. If every parent took time off to care for children, this wouldn’t be a ‘women’s’ problem” (FFC, page 29).

- Flexible schedules
- Offer support and understanding
- Accommodations (space and time)

Planning Social Gatherings

“Invite us to meetings. We are more likely to speak up if there are more women around, and we have really good ideas” (FFC, page 238).

- Open late/close early so everyone can attend
- Pay attention to diet restrictions
- Transparency around off-campus meetings
- Interrupt evolution of discussion

Acknowledge, Value and Recognize Women’s Contribution /Work

“Your go to hype buddy. She boasts for you and you boast for her, plus it makes you look like a team player” (FFC, page 79).

- Thank yous
- Boast buddy
- Redirect credit
- Advocate for sharing ideas
- Promote, nominate for awards and opportunities

These fight moves represent the beginning dialogue and action items we in the Office of Financial Aid can utilize to promote and support equity for all within our work group.

Please know that this list is not a finished or complete document. We encourage continuing ideas, awareness and discussion. Please contact us on O-Net to add your input.

The fight continues!

QUESTIONS TO KEEP IN MIND WHEN CONSIDERING PROBLEMATIC BEHAVIORS

1. How might an example of problematic behavior differently affect people based on other identities? To whom is this most often directed? For whom might this show up in other ways?
2. Are there specific conditions within your unit that make it uniquely difficult to identify and address these behaviors? Who might be especially vulnerable? What else is at stake?
3. Are there intersecting systems, practices, or policies in place that hinder effective intervention or protect perpetrators of bad behaviors?

WHEN CONSIDERING FIGHT MOVES

1. Does considering other identities (in addition to gender) shift how this fight move might be put into practice? Can this fight move be effective for everyone? Consider what might make a fight move less appropriate for others to employ or use to support someone else.
2. Is there anything about this fight move that is exclusionary, alienating, or not supportive of other subordinated identities? How could you make it more inclusive and supportive?
3. Are there intersecting systems, practices, or policies in place that make it difficult to access available resources, opportunities, and support by those who need them?

CONTACT INFORMATION:

The Women & Gender Collaborative:
thecollaborative.colostate.edu

Follow the Women & Gender Collaborative:
facebook.com/WGCollaborativeCSU

Questions, or to join the Feminist Fight Club at CSU
Contact Cori Wong; cori.wong@colostate.edu

