

MODERATOR GUIDE



MEETING OVERVIEW

Today you'll continue discussing situations that come up when you're an "Only" on your crew or at a jobsite, and practicing strategies for navigating these experiences.

1. **Before you get started**, read all the way through this moderator guide and the accompanying slides so you know what to expect. You can print this guide for reference, or keep it open in a window on your computer.
2. **Read our Circle Fundamentals out loud** to remind everyone of our shared values:
 - *Confidentiality*: What happens in our Circle stays in our Circle. Trust is crucial.
 - *Communication*: Share openly and honestly. Listen with empathy, and make sure everyone gets a chance to speak.
 - *Commitment*: Be fully present and ready to engage.

3. Check in with each other (20 minutes)

Use the conversation starters below or make up your own. Try to stick to 30 to 45 seconds per person—to make sure everyone has a chance to speak, avoid slipping into conversation.

- My week has been...
- I'm looking forward to...
- I'm struggling with...
- Something that's been on my mind is...
- My update on my One Action from last month is...

OR Go around your Circle and have each member share an update on how they're feeling using the traffic light colors:

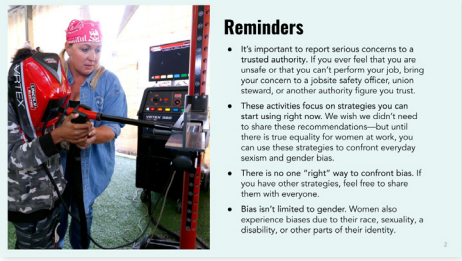
- Green (mostly good)
- Yellow (mixed feelings, unsure, or just OK)
- Red (mostly not doing great)

If they want to, members can also briefly share why they're feeling that way.

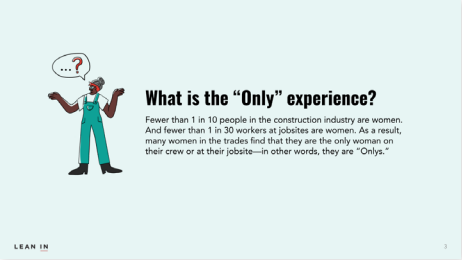



START sharing the deck for Meeting 2 using Zoom's screen share feature

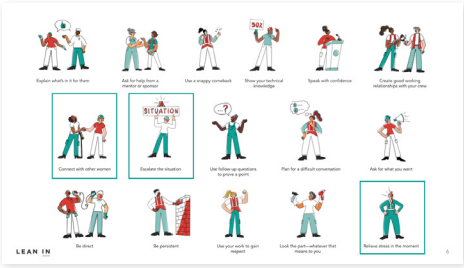
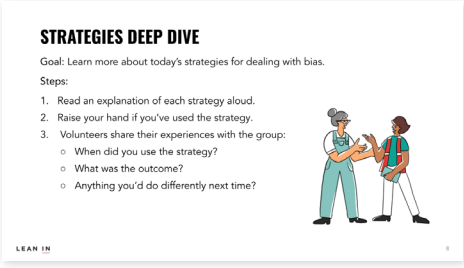
4. Ask a volunteer to read the important reminders from slide 2 of the meeting deck.

WHAT THEY'LL SEE	WHAT THEY'LL READ
	<p>Reminders:</p> <p>It's important to report serious concerns to a trusted authority. If you ever feel that you are unsafe or that you can't perform your job, bring your concern to a jobsite safety officer, union steward, or another authority figure you trust.</p> <p>These activities focus on strategies you can start using right now. We wish we didn't need to share these recommendations—but until there is true equality for women at work, you can use these strategies to confront everyday sexism and gender bias.</p> <p>There is no one "right" way to confront bias. If you have other strategies, feel free to share them with everyone.</p> <p>Bias isn't limited to gender. Women also experience biases due to their race, sexuality, a disability, or other parts of their identity.</p>

5. Review the explanation of the Only experience from last month Ask for a volunteer to read the content from slides 3-4 of the meeting deck.

WHAT THEY'LL SEE	WHAT THEY'LL READ
	<p>Review: The "Only" experience</p> <p>Many women in the trades are the only woman on their crew or at their jobsite—in other words, they are "Onlys."</p> <p>Research shows that women who are Onlys are more likely to have their judgement questioned, be subjected to demeaning remarks, and feel under increased pressure to perform</p>
	<p>Voices of tradeswomen</p> <p>"It's not uncommon for me as a woman working in the trades to be the one and only. And that experience is sometimes isolating and scary. When I was an apprentice, working in residential plumbing, it was very, very difficult being the one and only. It created situations where I felt like my safety was in jeopardy, and I didn't have anyone else in the trade that I could speak to about the things I was experiencing."</p> <p>—Judaline, 49, a plumber with 20+ years' experience</p>

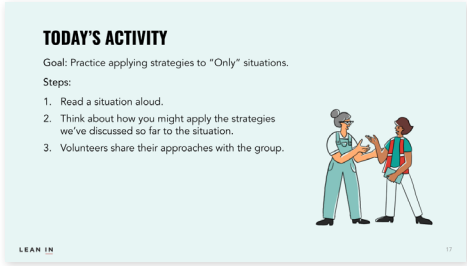
6. Introduce new strategies for handling bias at work (5 minutes), referring to slides 5–7 in the meeting deck.

WHAT THEY'LL SEE	WHAT THEY'LL READ
	<p>Today, we're going to talk about a few more situations that can come up when you're an Only.</p> <p>Before we dive in, we'll discuss three new strategies you can use to deal with bias at work.</p>
	<p>I'll read a short description of each strategy aloud, and then ask for two volunteers to read the details.</p> <p>OR</p> <p>I'll read a short description of each strategy aloud, and then we'll all take a minute to read the details quietly to ourselves.</p> <p>I'll ask members who've used this strategy in the past to raise their hands, and invite a few volunteers to share their experiences.</p> <p>We'll go through these steps for both of today's strategies.</p>

TIP: Encourage Circle members to write down new strategies as they're introduced in each meeting. They can do this in a notebook, in a notes app on their phone, or in a blank document on their computer.

7. Discuss this month's strategies (20 minutes), following the steps above and referring to slides 8–16 of the moderator deck.

8. Introduce today's activity (5 minutes), referring to slide 17 in the meeting deck.

WHAT THEY'LL SEE	WHAT THEY'LL READ
 <p>TODAY'S ACTIVITY</p> <p>Goal: Practice applying strategies to "Only" situations.</p> <p>Steps:</p> <ol style="list-style-type: none"> 1. Read a situation aloud. 2. Think about how you might apply the strategies we've discussed so far to the situation. 3. Volunteers share their approaches with the group. <p>LEAN IN 17</p>	<p>For the rest of today's meeting, we're going to continue to practice using the strategies we've learned so far to navigate common "Only" situations.</p> <p>I'll read a situation aloud and ask for a volunteer to read an explanation of why it happens.</p> <p>We'll have a minute to think about how we'd use one of the strategies we've discussed as a group (either in this meeting or a previous meeting) in this situation.</p> <p>I'll ask a few people to share their approach with the group.</p> <p>We have four different situations to discuss, so we'll go through these steps four times.</p>

9. Go through the activity (30 minutes), following the steps above and referring to slides 18–25 in the meeting deck.

10. Commit to a One Action (10 minutes)

At the end of your meeting, go around the Circle and share your "One Action"—one concrete thing you're going to do at your jobsite or to practice a new skill. And be ready to tell the group about your progress at your next meeting!

11. Wrap up and remind members of next steps

End the meeting by thanking members for their participation and scheduling your next meeting. You can also remind members that they'll receive a summary of the next meeting in an email from Lean In.