



HACKMAN
CONSULTING GROUP LLC

Heeding the Call: Incorporating A Gender Justice Lens Into Our Work

Dr. Heather W. Hackman
Hackman Consulting Group
www.hackmanconsultinggroup.org

© Hackman Consulting Group

www.HackmanConsultingGroup.org



HACKMAN
CONSULTING GROUP LLC

Grounding In

- Feet flat
- Sit as upright as you are comfortable and able
- Eyes closed or cast your gaze to a neutral site
- Breathe as deeply as you are comfortable and able
- Focus only on the physical sensation of air coming in and out of your nose
- Your mind will wander; notice that, but don't judge it, and simply bring your attention back to your breathing

© Hackman Consulting Group

www.HackmanConsultingGroup.org



HACKMAN
CONSULTING GROUP LLC

Why Ground In?

- It is useful for your work...being present, deep listening, and showing up.
- To be in the body is a radical act. Women's bodies are the site of this violence and oppression, but they are also the site of personal power, contestation and resistance.
 - Owning one's experience
 - Resisting the dominant paradigm. Systems of oppression work by dominating the mind, body, and spirit, and so to be embodied is a decolonizing act.
 - Recovering from trauma

© Hackman Consulting Group

www.HackmanConsultingGroup.org



HACKMAN
CONSULTING GROUP LLC

Tool - Critical Thinking

- CT involves examining issues from **multiple, non-dominant** perspectives and sources of information,
 - “Who is not at the table?”
- CT always considers issues of **power and privilege** from the smallest to the most significant levels of society and understands that power must always be a part of the discussion when thinking critically,
 - “Who benefits from this? Who doesn't? Who is not served / is disadvantaged? Who is overly served / advantaged?”
- CT involves **rigorous self-reflection**.
 - “How do I actually know what I think is true?”

© Hackman Consulting Group

www.HackmanConsultingGroup.org



HACKMAN
CONSULTING GROUP LLC

Your Socialization

- Identify a handful of messages you were given about your gender role growing up:
 - What were they?
 - Where did they come from?
 - What was the impact then?
 - How are they still with you today?

© Hackman Consulting Group

www.HackmanConsultingGroup.org



HACKMAN
CONSULTING GROUP LLC

Gender Justice

- Pairs: What is the proportion of conversation in your work place between talking about how sexism targets women (and trans* oppression targeting trans* folks), and male privilege and male supremacy?
- Large group share out

© Hackman Consulting Group

www.HackmanConsultingGroup.org