

# 2023 WGM Summary Document



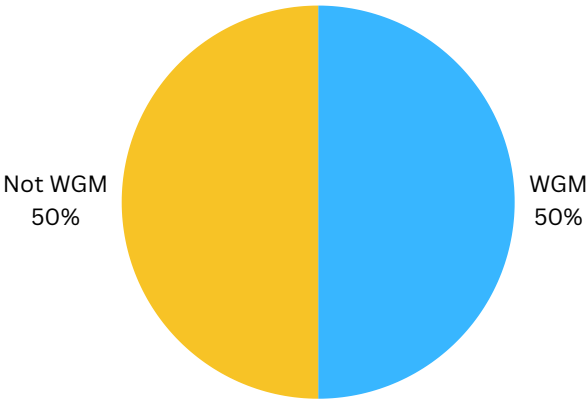
Survey results, reminders and resources  
Compiled by 2023 WGM-MAL Sasha Leithead



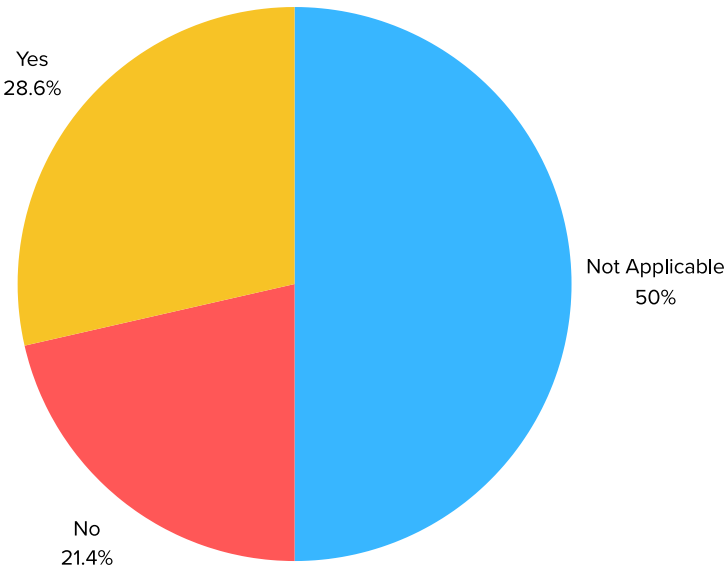
## Winter 2023 Survey

16 Respondents

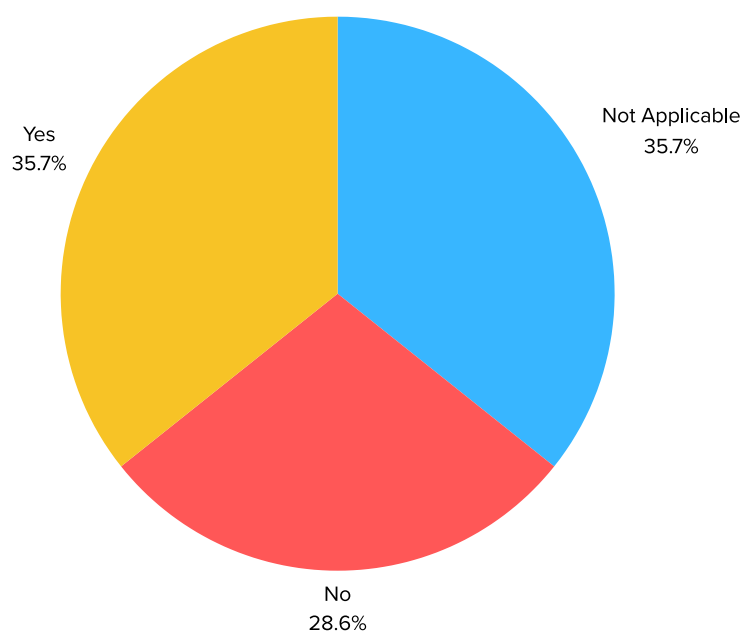
Do you identify as a Woman or Gender Minority?



If you answered yes to the question above; have you personally faced any discrimination or feelings of exclusion, intimidation or discomfort within the club?



**If you do not identify as a gender minority, have you witnessed a woman or person from a gender minority facing any discrimination or feelings of exclusion, intimidation or discomfort within the club?**



**Do you think the ratio of males to WGM (more males than WGM) is an issue? Why or why not? If you think there's an imbalance, what do you think causes it?**

Majority of respondents agreed that there is an imbalance of males to WGM members in the club.

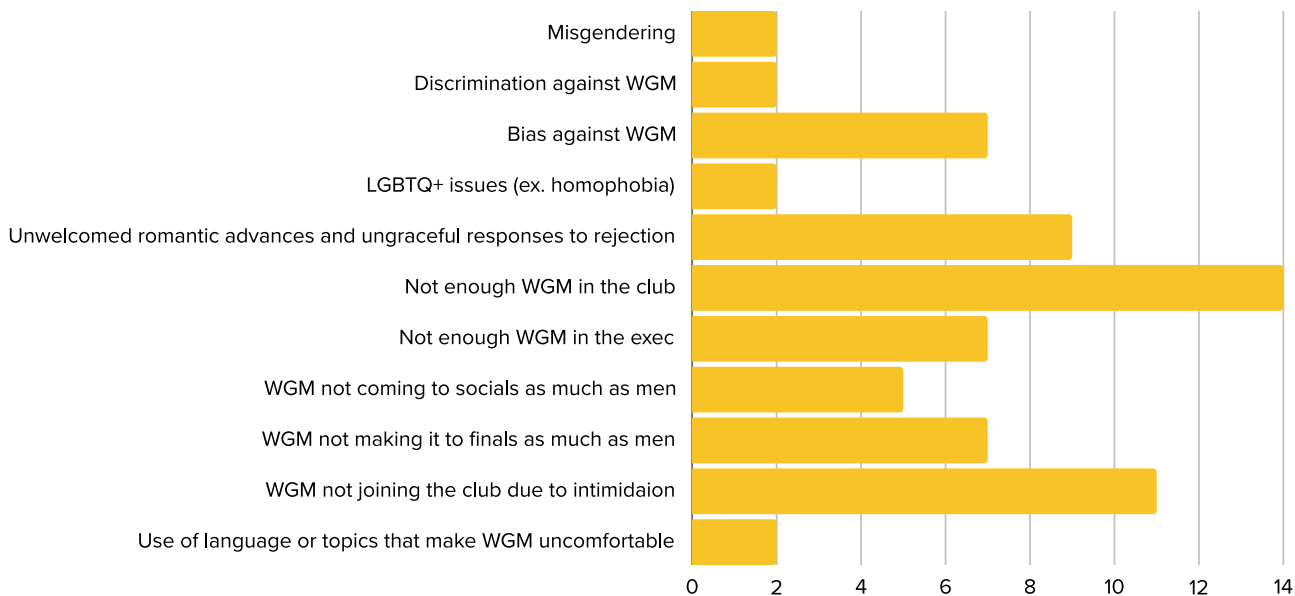
Some factors that respondents pointed to as a reason for this balance were as follows (in no particular order):

- 1. Intimidation about joining the club
- 2. Marketing; UADS being marketed towards men, not WGMs
- 3. Systemic, societal issues (historical discrimination against WGM, and what activities women are encouraged to pursue as children.)

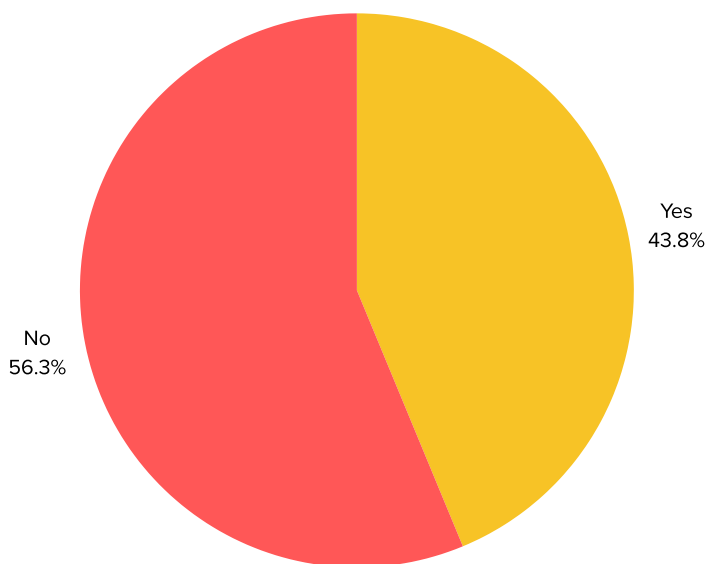
Respondents indicate that the result of this imbalance is new WGM members being too intimidated to join, leading to them not participating,

Many respondents indicated that the male UADS members were welcoming and the imbalance was not an issue for WGM because of a positive culture, but this was not true for all respondents.

**What do you think are the biggest issues women and gender minorities are facing within the club?**



### Have you ever felt excluded in UADS meetings?



## Winter 2023 Reminders

### Monitor your Language:

Be appropriate with the language you use. Words can feel degrading and make people feel disrespected and unwelcome. Be cautious of the language you use, it's not always funny. Also, don't be afraid to call people out for inappropriate language or fill out the equity form.

### Be Respectful When Asking People Out:

There is no problem with asking a club member out on a date. What is a problem is when you can't take no for an answer or ask invasive questions about the rejection.

Take rejection gracefully and move on. If you feel as though your “no” is not being listened to or you feel uncomfortable in any way at all, please talk to equity, the exec and/or fill out the equity form.

### **Don't Speak Over People:**

Many people, especially WGM members, have experienced having their voices drowned out. When having conversations as a group, try to ensure that everyone is heard and not spoken over.

### **Be Aware of the Topic you Choose:**

Some conversations are not meant to be had in a debate setting. Please avoid conversations that are overtly sexual or uncomfortable if you think that people would be uncomfortable with the topic, if people express that they are uncomfortable with the topic or logically you know this is a private conversation.

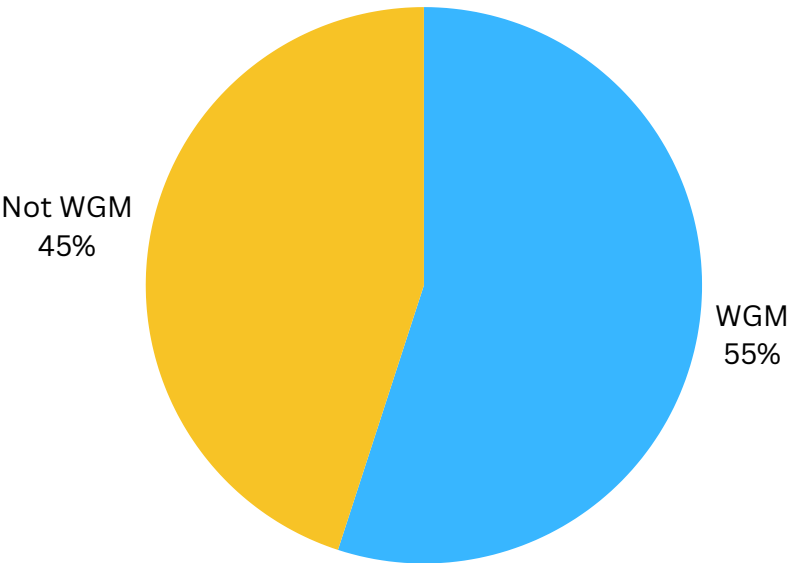
### **Use the Correct Pronouns:**

We ask pronouns at the beginning of a round for a reason. Please listen and actually use them. Kindly correct people if you notice misgendering, we can all do better than we are at present. In rounds judges should enforce proper pronoun usage and out of rounds execs need to enforce proper pronoun usage, but there isn't always a judge or exec present so everyone needs to be aware of this issue.

# Fall 2023 Survey

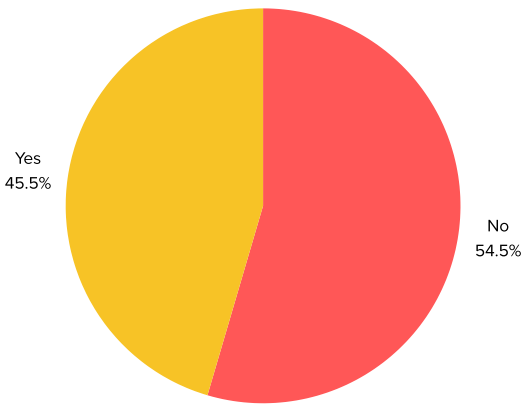
20 Respondents

Do you identify as a Woman or Gender Minority?



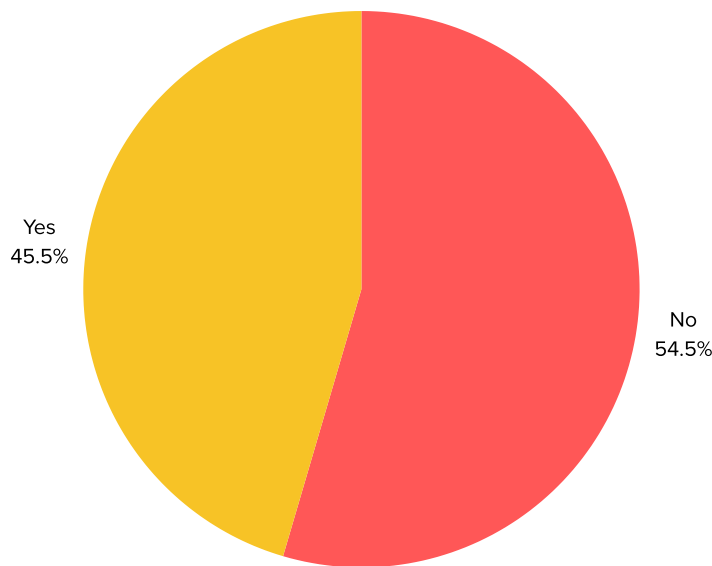
Only answer if you are a woman or gender minority:

Have you personally faced any discrimination or feelings of exclusion, intimidation or discomfort within the club?



If you do not identify as a gender minority, have you witnessed or know of a woman or person from a gender minority facing any discrimination or feelings of exclusion, intimidation or discomfort within the club?

Please do not detail this experience as the person who experienced the discrimination may not want that information to be shared.

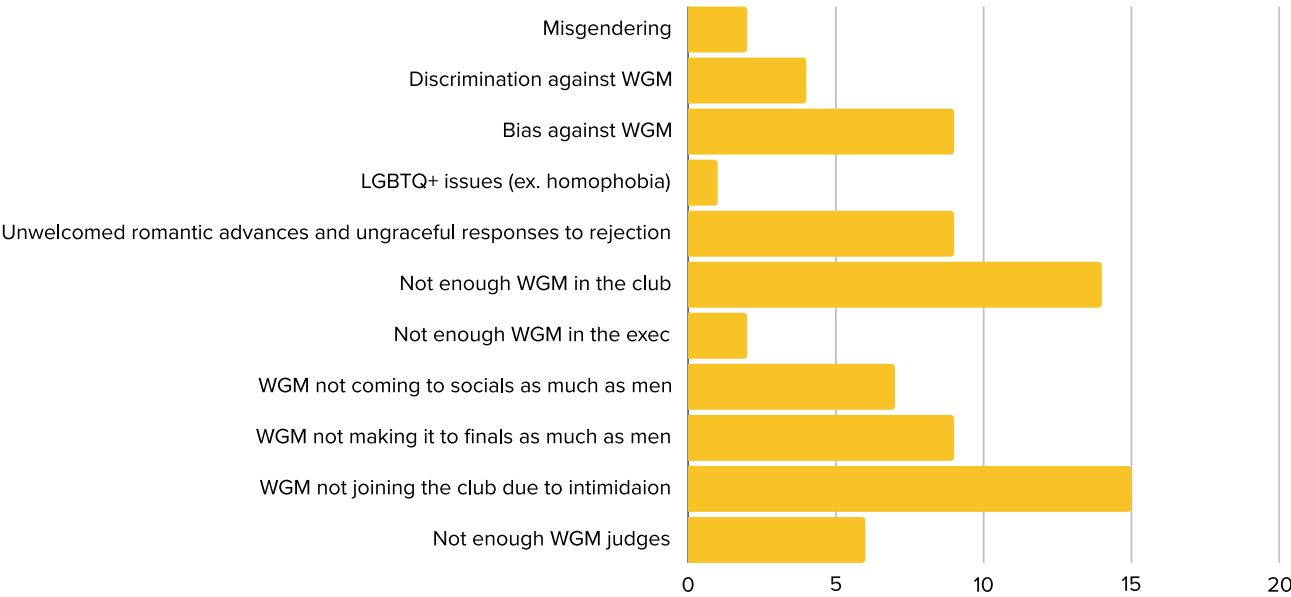


**Do you think the ratio of males to WGM (more males than WGM) is an issue?  
Why or why not? If you think there's an imbalance, what do you think causes it?**

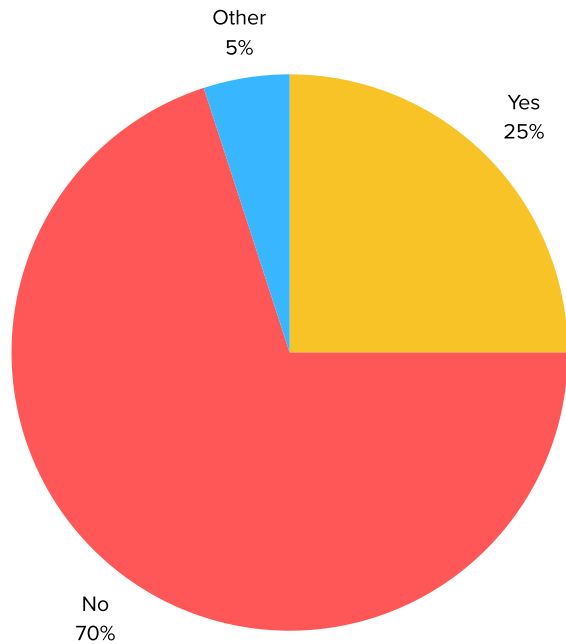
Many of respondents agreed that there is an imbalance of males to WGM members in the club. However it was agreed that the ratio is more equal than it has been in the past.

The rest of the responses to this question were similar to the responses to this question in the previous survey.

**What do you think are the biggest issues women and gender minorities are facing within the club?**



**Have you ever felt excluded in UADS meetings?**



## Fall 2023 Reminders

### Unwelcomed Advances and Ungrateful Responses to Rejection

There is no problem with asking a club member out on a date (unless you're a pro asking a nov, in which case you know the drill). What is a problem is when you can't take no for an answer or ask invasive questions about the rejection. Take rejection gracefully and move on. If you feel as though your "no" is not being listened to or you feel uncomfortable in any way at all, please talk to equity, the exec and/or fill out the equity form.

### Recognize your Biases:

Is something you're arguing or a joke you're making heavily dependent on a generalization about WGM? Don't make it. Additionally, when judging be aware of why you are making certain calls and if that call relies on an internalized bias.

### Don't Speak Over People:

Many people, especially WGM members, have experienced having their voices drowned out. When having conversations as a group, try to ensure that everyone is heard and not spoken over.

### Be Aware of the Topic you Choose:

Some conversations are not meant to be had in a debate setting. Please avoid conversations that are overtly sexual or uncomfortable if you think that people would be

uncomfortable with the topic, if people express that they are uncomfortable with the topic or logically you know this is a private conversation. Sexual topics are not banned, but make sure the people you are discussing these topics with are comfortable with it.

### **Use the Correct Pronouns:**

We ask pronouns at the beginning of a round for a reason. Please listen and actually use them. Kindly correct people if you notice misgendering, we can all do better than we are at present. In rounds judges should enforce proper pronoun usage and out of rounds execs need to enforce proper pronoun usage, but there isn't always a judge or exec present so everyone needs to be aware of this issue.