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. (Page numbers refer to paperback edition.)

**FIGHT MOVES FOR: COLORADO STATE UNIVERSITY**

**RESEARCH SHOWS THAT WOMEN ARE LESS LIKELY TO HAVE THEIR IDEAS CORRECTLY ATTRIBUTED TO THEM.**

**DON’T BE A BROPROPRIATOR.**
Someone who takes credit for another’s work, presents the ideas of a group as one’s own, or accepts credit when they haven’t earned it (10).

**AMPLIFY EACH OTHER’S IDEAS.**
Whenever possible, commit to elevate the voices of those who are less likely to be heard in a meeting or group setting. Give credit to the originator, echo what they said, and validate the idea’s strength (13).

**SOCIAL EVENTS ARE GREAT FOR BONDING AND TEAM BUILDING, UNLESS THEY END UP EXCLUDING PEOPLE.**

**DON’T BE A FRAT SOCIAL CHAIR.**
Someone who organizes “social events” like lunches or happy hours, but fails to invite everyone in the office or picks activities and times that are only interesting to (or available for) some people (34).

**ASK “WHO, WHAT, WHERE, WHEN, AND WHY?”**
Did everyone get an invite? Does it cost money to participate? Is the location accessible? Are partners and families welcome?

Be intentional about rotating different activities, times, and ways to build relationships with everyone.

Make sure important conversations and decisions aren’t taking place in the absence of others who ought to be there. If it the conversation veers toward business, just say, “Let’s hold off on discussing this matter until everyone involved is present.”

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**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.
MAKE MEETINGS MATTER

DON’T BE A MANTERRUPTER.
"Men speak more than women in professional meetings and interrupt more frequently," and women of color are more than twice as likely to be interrupted by both men and women when they speak (6).

INTERRUPT THE INTERRUPTER AND MAKE SPACE FOR OTHERS.
When you notice someone’s voice is not being heard, say something like: “I’m interested in what is being shared. Can you let her finish?” or “Nell, what is your opinion?” (7)

Don’t just apologize if you catch yourself interrupting. Apologize and let them finish what they were saying.

TAKE NOTES ON ROTATION.
Women are disproportionately asked to perform tasks like notetaking, running office errands, and setting up and cleaning up (and more likely to volunteer on their own accord) (16). Rather than asking for volunteers, assign tasks on rotation to ensure everyone contributes. Or, if you’re a guy, step up and volunteer without being asked!

PUBLICLY DISCUSS FIGHT MOVES ON A REGULAR BASIS.
Make sharing ideas and strategies for inclusively supporting others a priority by adding it to the agenda of every staff meeting.

WATCH YOUR WORDS

CHECK FOR SEXIST DESCRIPTIONS.
Unconscious bias is often reflected in words we use to describe people, especially in evaluations (183-189). Women are often described in terms of their personalities, whereas men are described by their skills – are they ‘aggressive’ or ‘ambitious’? ‘caring’ or a ‘team player’?

Ask yourself – would you use the same words if you were talking about someone of another gender?

SUPPORT, NOMINATE AND PROMOTE WOMEN

BE A BOAST BUDDY.
Women often face a double-bind of coming off as too cocky or too timid. If you see someone doing great work, speak up on their behalf and describe the impact of their efforts.

LOOK HARDER TO FILL GAPS.
Are women absent from your leadership team? Who has been nominated for recognitions and awards? Maximize opportunities to support others by elevating those who talents and contributions are more likely to be overlooked.

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:

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

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