



Time to Face Gendered Realities.

Recommendations for making SCI activities safe and inclusive for all, regardless of gender and sexuality

1. The lack of a **safe space** during SCI activities negatively affects volunteers and activists' experiences with SCI. Creating a safe space is necessary for everybody to fully enjoy the time spent together, create human bonds based on respect and openness, and convey SCI's message that peace is achieved in everyday interactions among individuals with **different identities and backgrounds**.
2. Camp coordinators as well as local partners should be properly informed on how to deal with behaviours threatening the safe space, such as microaggressions. This could be achieved by providing them with **training covering the topic of gender**. As – thanks to the Assessment Tool – we now have a record of real cases, these can be used as a tool for training.
3. When it comes to microaggressions, one key to prevention may be focused around **coordinators**, as they are the link between local partners and participants (the two main groups involved in microaggressions).
4. Half of the coordinators did not feel prepared to deal with microaggressions. This is something which must be addressed by making sure that all coordinators receive pre-departure training covering gender. **Specific tools** (online courses, toolkits, etc.) should be created and made available for branches which don't have enough resources to organize and provide such training.
5. Conversations need to take place with **local partners** about basic expectations for a safe space on workcamps.
6. The practice of limiting workcamp places by gender on OPS excludes many individuals. We should consider avoiding it.
Group diversity is important, but is not necessarily achieved through '50% male, 50% female' quotas. Background, motivation and interest can be much better indicators.
Branches and partners should **change their workcamp posts on OPS** not to limit applications by gender, unless there is a particular reason for doing so.
7. Sleeping arrangements in the context of SCI activities should always be made clear **in advance**, as for some people it can create uncomfortable situations. Information on the sleeping arrangements could be provided on the OPS page and/or the infosheet.
8. The **opportunity to choose one's pronouns** is important for some participants to feel safe. That is why such an opportunity **should always be provided** during workcamps, international training courses and seminars.
Coordinators may need some support to help them feel more confident implementing this with different groups. There are several ways of including the opportunity to choose one's pronoun during the "Get-to-know-each-other" session, for example through the activity "Story of my name" described in the *Free to Be You and Me* toolkit, p. 24. Pre-departure training covering the



- topic of gender would be the best way to provide coordinators with similar theoretical and practical tools.
9. Workcamp coordinators should make sure to express their openness to **talking about all kinds of personal issues** in order to create a safe space for everyone. Alternatively, two “Safe Contacts” can be appointed at the beginning of the workcamp or activity that feel comfortable in this role and are available for everyone to speak about issues.
 10. The contact person designated to speak about personal issues with the participants should be **properly trained**.
 11. There must be another way for participants to report issues besides the classic evaluation form, without it being conditioned by coordinators.
 12. An **anonymous reporting system**, perhaps a centralised one for SCI, is needed for reporting serious issues that occur on workcamps.
 13. For many it is not clear whether feedback from the evaluation forms filled in by coordinators/participants in SCI activities is taken into account or worked upon. It is essential that **information from evaluations is taken seriously** and discussed with relevant stakeholders (local partners, coordinators, etc.) and necessary measures are taken to ensure issues do not happen again.
 14. Since not all participants and coordinators feel that their feedback is taken into consideration, one way could be to **openly share the evaluation and conclusions** taken out of it by the organization.
 15. To provide a safe space for participants to report issues and conflicts that occurred during the workcamp or activity, a possibility would be that organizations provide a **safe platform** for everyone to anonymously share those experiences (either on a regional or global level).

Some context:

Between June and September 2019, under the project [Gendered Realities](#), SCI conducted a survey with 119 SCI activists and volunteers with the aim of understanding how safe and inclusive SCI activities are when it comes to gender and sexuality. The main findings of the survey – which is also called “Assessment Tool” – were presented in a booklet entitled “[Time to Face Gendered Realities](#),” produced and published by SCI International Secretariat and the Gender Blenders Working Group in November 2019.

Besides presenting the main findings of the survey, the booklet proposes a number of recommendations on how to make SCI practices and activities more gender-sensitive, in the view of making them fully safe and inclusive for all.

This document presents a list of all such recommendations. Together with the results of the survey, they should serve as the basis for a renewed discussion within SCI on the need to include a gender perspective in our daily practices and activities. All SCI activists and volunteers are therefore invited to read the recommendations, share them within the movement, exchange their views with their fellow activists and volunteers and develop ideas and actions on how to make SCI fully safe and inclusive for all.