

CONSENT MATTERS LLC
ADVOCACY, EDUCATION, ACTIVISM

Cultivating a
Culture Of Consent to
Foster a Respectful & “Safe”
Work Environment

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She/They

FOUNDER OF
CONSENT MATTERS & SURVIVORS FIRST

Researcher, Advocate, Educator

- Sexual & Reproductive Health
- Interpersonal Violence
 - Sexual Violence
 - Intimate Partner Violence
 - Sexual Harassment
- Reproductive Injustice
- Gender & Sexuality



GUIDELINES

Speak Your Truth With Care!

Empathy and Respect.

Use Inclusive Language.

Recognize and Check Privilege

Suspend Judgment

Zoom on mute.

Cultivate a Confidential & Supportive Environment

Use “I” Statements

One person, one mic

Address the subject, not the person.

Keep the focus on Consent and Sexual Harassment.

Expect and accept a lack of closure

No Assumptions- we shouldn't assume to know anyone's business.

What is said HERE, stays HERE. What is learned here, leaves here.



WHAT IS “CONSENT”?

Consent must be an affirmative, conscious, and voluntary agreement. It is positive cooperation in act and attitude made with knowledge and agreement to the nature of the act.

Freely given
Reversible
Informed
Enthusiastic
Specific



Any and ALL activity that
lacks consent is an act violence.



WHAT IS NOT “CONSENT”?



WHAT IS NOT “CONSENT”?

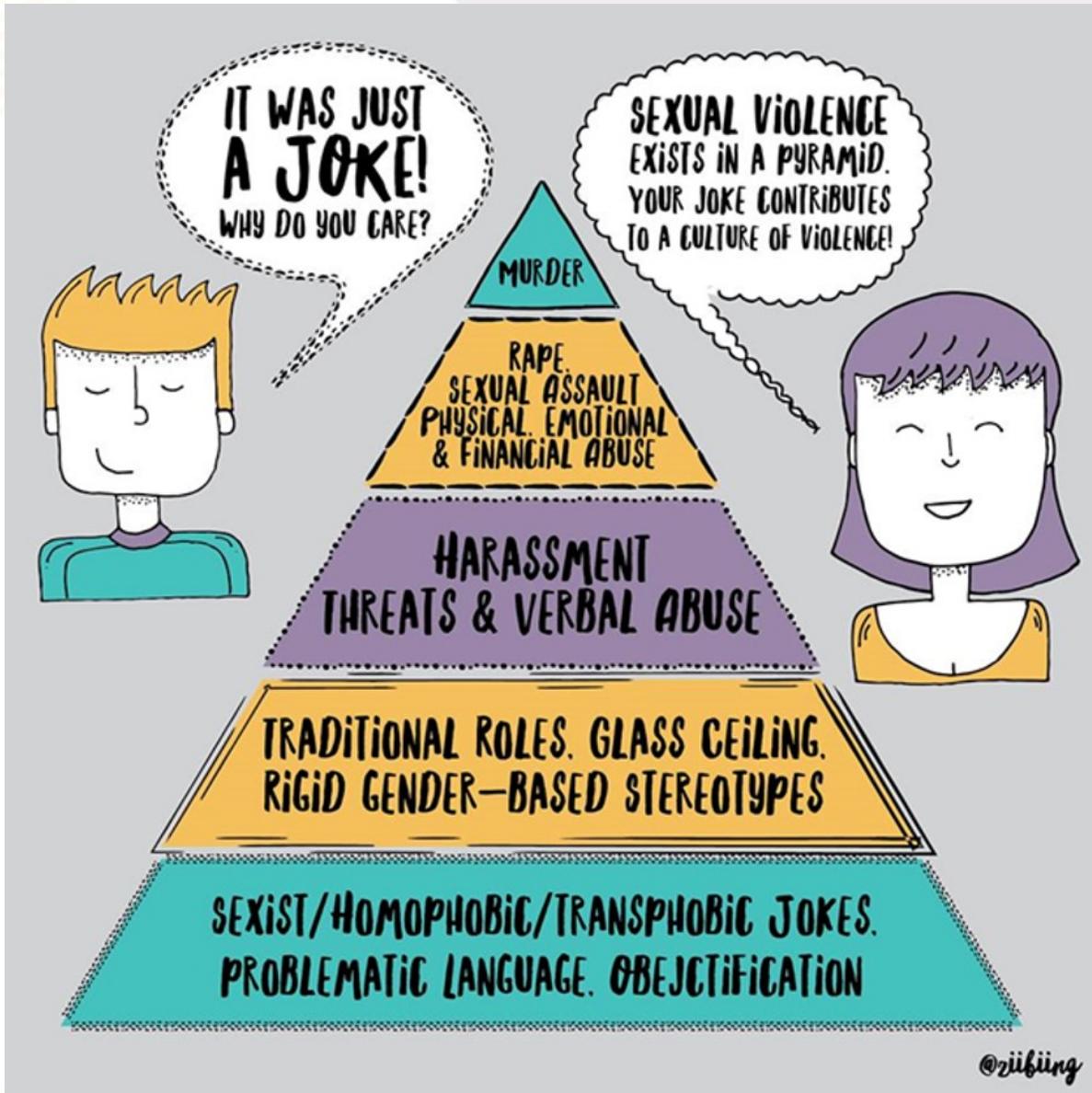
Coercion. Incapacitation.

Silence.

Pressuring. Threatening.

Unequal Power Dynamic.





SURVIVORS
FIRST
*Consent
Matters*



Consent is not possible when there is an imbalance of power.



IMBALANCE OF POWER

Also known as an Unequal Power Dynamic.
Occurs where there are situations where participating parties have different sources and levels of power.



THE RAMIFICATIONS OF OF SEXUAL HARASSMENT



THE INDIVIDUAL

THE 3 E'S OF TRAUMA:

- Event – exposure to an act of sexual harassment or series of acts of sexual harassment that threaten the well-being of an individual.
- Experience – response to the act of sexual harassment with shame, fear, helplessness and/or horror.
- Effect - shakes our basic beliefs about our personal sense of safety, predictability and trust.



THE COLLECTIVE

Sexual harassment not only impacts the “victim”, but it also impacts what can be identified as the collective, or the work environment. It creates a hostile work environment, which in turn affects team cohesion, employee engagement and ultimately productivity.



THE BUSINESS

- Negative impact on company brand and reputation. EEO investigations. The community loses faith in the company.
- Employee lack of trust in leadership.
- Toxic Workplace Culture(s).
- Lack of Employee satisfaction, engagement and team cohesion.
- Fear of lack of incentives and opportunity.
- High rates of absenteeism.
- Distractions derailing productivity.



CREATING & FOSTERING A
RESPECTFUL & “SAFE” WORK
ENVIRONMENT FOR EVERYONE



How Do We Create & Foster A Respectful & "Safe" Work Environment For Everyone?

- LEAD BY EXAMPLE.
- Hold yourself and each other accountable in ways that encourage growth.
- Normalize prioritizing a culture of consent.
- Use the golden rule, treat everyone the way you want to be treated.
- Incentivized fostering a culture of consent.
- Encourage employees to divest from harmful beliefs systems—at least in the workplace.
- Provide the necessary tools for your employees to succeed.
- Have consistent conversations about expectations, awareness and prevention.



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Available for consultations, workshops and trainings.

WWW.CONSENTMATTERSLLC.COM

For more information you can email me at
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FACEBOOK -facebook.com/consentaboveallelse

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Resources

Rape, Abuse, & Incest National Network (RAINN)

Website: rainn.org

Love is Respect

Website: loveisrespect.org

1 in 6

Website: 1in6.orr

StrongHearts Native Helpline

Website: strongheartshelpline.org

FORGE-FORWARD - National Transgender Anti-violence Organization

Website: forge-forward.org



As a "Thank you" for being an attendee of Society for Human Resource Management (SHRM) Guam Chapter's Sexual Harassment Prevention Training you can receive
10% off

(20% in April 2022 only) any workshop, consultation, presentation or training booked with Consent Matters in 2022.

For more information or to arrange a booking email
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