



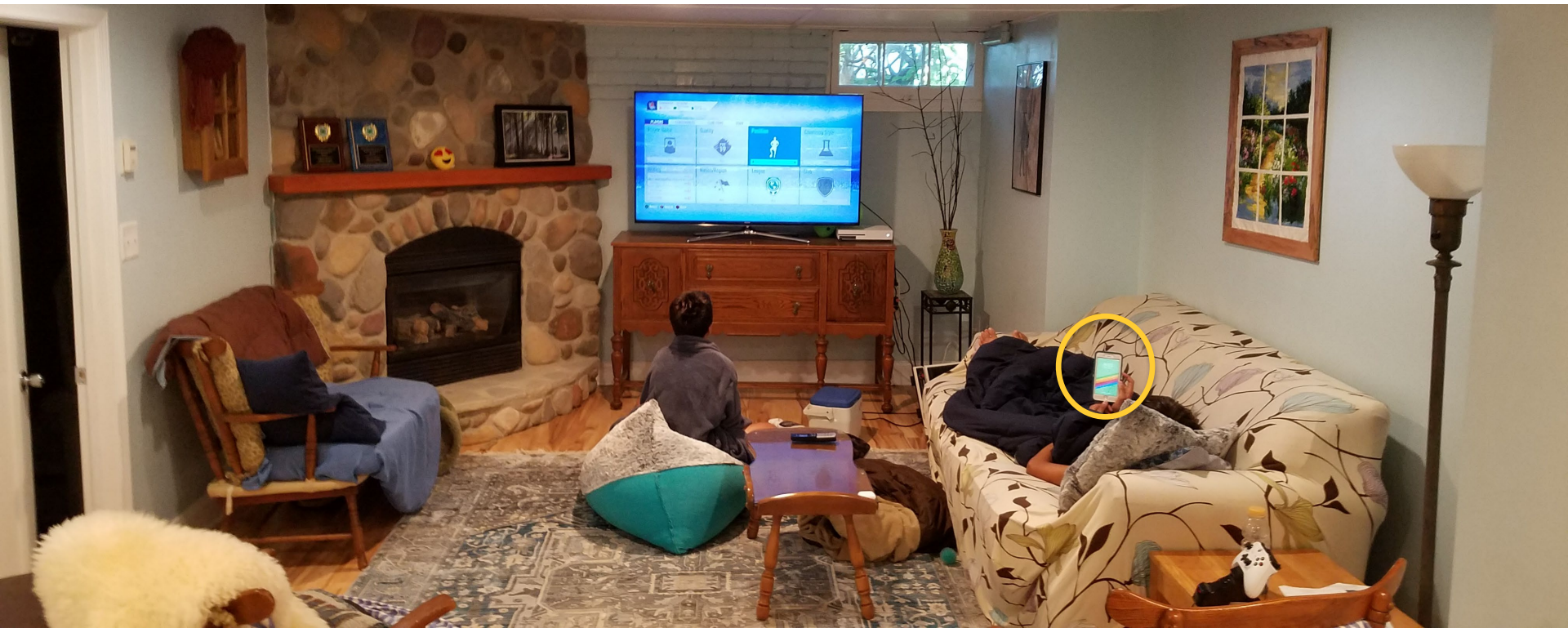
Engaging Women Landowners in Discussions of Silviculture

ANGELA GUPTA

Join me on a journey of learning, thinking, considering, discussing
Forest Stewards Guild, August 3-4, 2019

UNEXPECTED JOURNEYS

- Climate change



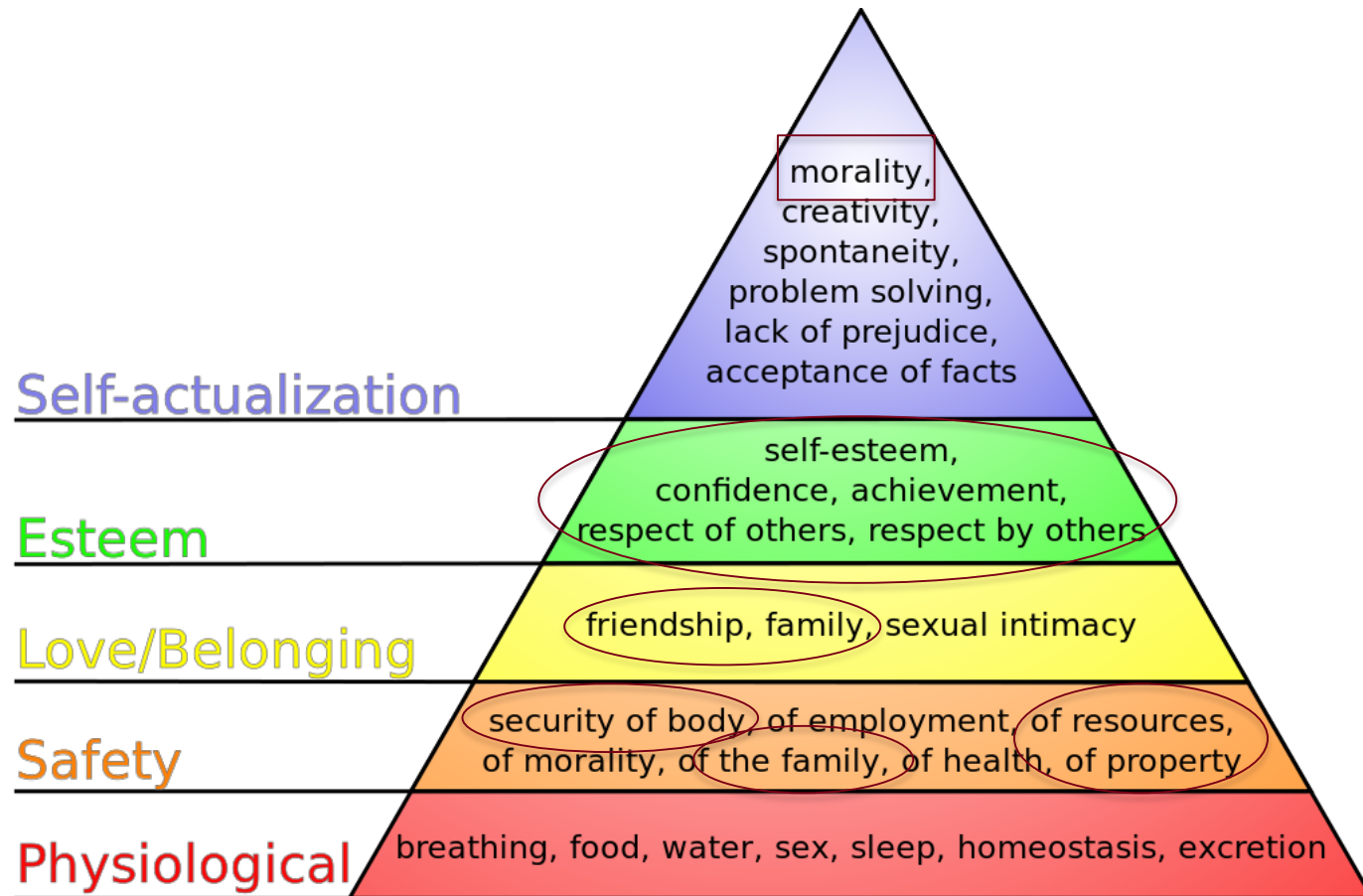


WOMEN WOODLAND OWNERS

- **58%** of the 11 million family forest owners **have at least 1 female owner**
- **31%** owned solely by a women
- Women woodland owners are more like to:
 - Inherit the land
 - Less likely to have managed the land then men in the last 5 years



MASLOW'S HIERARCHY OF NEEDS





SAFETY: 2015; HERE ARE JUST 34 THINGS WOMEN DO TO “STAY SAFE(R).”

1. Walk with our keys grasped between our fingers in case we need to use them as a weapon.
2. Making sure to have the correct key out and ready before we get to our door
3. When someone is walking closely behind us on the street, we stop to pretend to make a phone call or otherwise occupy ourselves to allow them to pass in front of us.
4. Walk past our destination, particularly if it's our home, if someone has been trailing us for a while.
5. Scope out potential safe havens if someone appears to be following us.
6. Stay in well-lit areas at night even if it means taking a longer route.
7. Switch up our running routes to avoid potential stalkers learning our route.
8. Change direction if a car appears to be following us while we're walking on foot.
9. Run outdoors with only one earbud in to keep the other on our surroundings.
10. Pretend to listen to music while walking by men who attempt to engage with us.
11. Change the locks when housekeys are misplaced.
12. Take alternative routes to avoid areas we know we are likely to face street harassment.
13. Cross the street when we see men who look like they might be drunk.
14. Late at night, cross to the other side of the street when anyone is walking towards us.
15. Avoid eye contact with men trying to get our attention.
16. Decide the cost of a taxi is worth it.
17. Avoid entering stairwells or elevators occupied by only one other person who is a stranger.
18. Text a friend before going out for a run or on a date with a stranger.
19. Avoid social situations if a man whose prior advance made us uncomfortable might be there.
20. Decide not to open Facebook messages from unknown men, who could see the message has been “Read” and become hostile and harassing.
21. Never open the door for someone we're not expecting and stay still until the doorbell stops ringing.
22. When bringing heavy bags and packages into the house or apartment, locking and unlocking the door with every trip.
23. Avoid sleeping naked in case of an intruder or on-looker.
24. Buy pepper spray: for the purse, for the car, one for the home.
25. Make sure we're not the only woman on the subway car or bus.
26. Avoid getting off at our bus or train stop if a man who has been staring exits at the same time.
27. Check our mirrors frequently while driving, noting characteristics and license plate numbers of cars trailing close behind.
28. Driving in a circle if we sense we might be followed.
29. Park next to a light post when it's dark outside.
30. Wear a hoodie when driving late at night to appear male to other drivers.
31. Check for an official city medallion number when entering a taxi.
32. Never leave a drink unattended at a party.
33. Run outside in baggy clothes, even if it's hot, to decrease the chances of unsolicited commentary on our anatomy.
34. Making sure we have enough cell phone battery life before leaving one location to last until we get to another.





SAFETY: HERE ARE JUST ~~34~~ **21** THINGS WOMEN DO TO “STAY SAFE(R).”

1. Walk with our keys grasped between our fingers in case we need to use them as a weapon.
4. Walk past our destination, particularly if it's our home, if someone has been trailing us for a while.
5. Scope out potential safe havens if someone appears to be following us.
6. Stay in well-lit areas at night even if it means taking a longer route.
7. Switch up our running routes to avoid potential stalkers learning our route.

23. Avoid sleeping naked in case of an intruder or on-looker.

18. Text a friend before going out for a run or on a date with a stranger.

1 in 3 women will survive physical violence. 1 in 10 will survive rape.*

*Violence Against Women in Selected Areas of the United States; Am J Public Health. 2015 October; 105(10): 2156–2166.
Published online 2015 October. doi: 10.2105/AJPH.2014.302430

30. Wear a hoodie when driving late at night to appear male to other drivers.
33. Run outside in baggy clothes, even if it's hot, to decrease the chances of unsolicited commentary on our anatomy.
34. Making sure we have enough cell phone battery life before leaving one location to last until we get to another.



LAND OWNERSHIP LAWS



1974

The first year women could get a credit card (without her husband's signature).

MINNESOTA STATUTES 1953

3839

MARRIED WOMEN; RIGHTS, PRIVILEGES 519.05

CHAPTER 519

MARRIED WOMEN; RIGHTS, PRIVILEGES

Sec.	519.01 Separate legal existence	Sec.	519.06 Contracts between husband and wife
519.02 Property rights		519.07 Raising interest of spouse; rights reciprocal	
519.03 Responsible for torts and bound by contract		519.08 Antenuptial contracts	
519.04 Property acquired by wife during separation; conveyances		519.09 Dower and curtesy abolished	
519.05 Liability of husband and wife		519.10 Actions not maintainable	
		519.101 Actions not maintainable	

519.01 SEPARATE LEGAL EXISTENCE. Women shall retain the same legal existence and legal personality after marriage as before, and every married woman shall receive the same protection of all her rights as a woman which her husband does as a man, including the right to appeal to the courts in her own name alone for protection or redress; but this section shall not confer upon the wife a right to vote or hold office, except as is otherwise provided by law.

[R. L. s. 3605] (8616)

519.02 PROPERTY RIGHTS. All property, real, personal, and mixed, and all choses in action, owned by any woman at the time of her marriage, shall continue to be her separate property, notwithstanding such marriage; and any married woman, during coverture, may receive, acquire, and enjoy property of every description, and the rents, issues, and profits thereof, and all avails of her contracts and industry, free from the control of her husband, and from any liability on account of his debts, as fully as if she were unmarried.

[R. L. s. 3606] (8617)

519.03 RESPONSIBLE FOR TORTS AND BOUND BY CONTRACT. Every married woman is bound by her contracts and responsible for her torts, and her property shall be liable for her debts and torts to the same extent as if unmarried. She may make any contract which she could make if unmarried, and shall be bound thereby, except that every conveyance and contract for the sale of her real estate or any interest therein, shall be subject to and governed by the provisions of section 507.02.

[R. L. s. 3607; 1905 c. 955; 1907 c. 417 s. 1] (8618)

519.04 PROPERTY ACQUIRED BY WIFE DURING SEPARATION; CONVEYANCES. All property, real and personal, acquired by any woman in her own name during any period of time in which she shall have been or may hereafter be legally separated from her husband by a decree of any court of this state, shall be and remain her separate property during the continuance of such separation and any such real property may be conveyed by her without her husband joining in the deed of conveyance and all such property may be conveyed, sold, and disposed of by her without her husband joining with her in the conveyance thereof, and any and all conveyances of such property heretofore made are hereby declared legal and valid and the same and all such are declared valid.

[1913 c. 237 s. 1] (8619)

519.05 LIABILITY OF HUSBAND AND WIFE. No married woman shall be liable for any debts of her husband, nor shall any married man be liable for any torts, debts, or contracts of his wife, committed or entered into either before or during coverture, except for necessities furnished to the wife after marriage, where he would be liable at common law. Where husband and wife are living together, they shall be jointly and severally liable for all necessary household articles and supplies furnished to and used by the family.

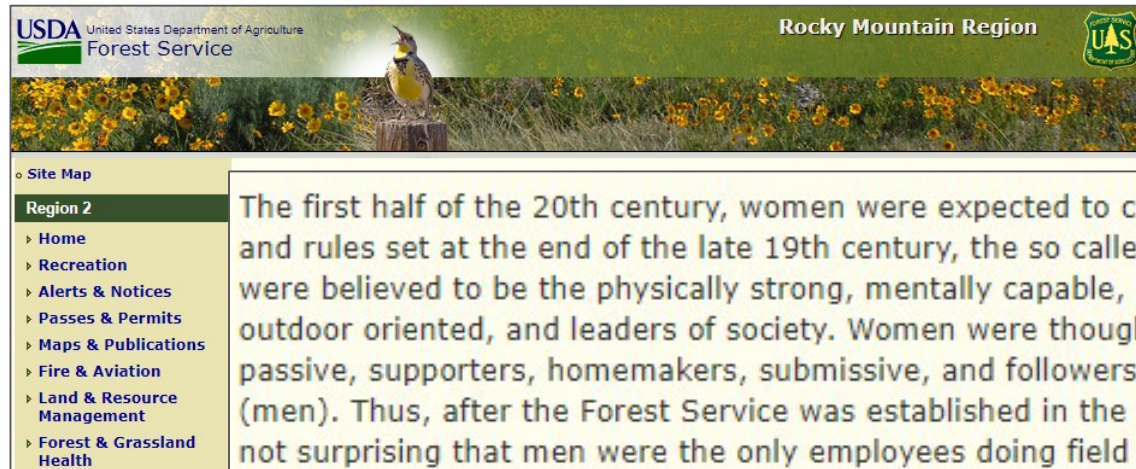
[R. L. s. 3608] (8620)



UNIVERSITY OF MINNESOTA EXTENSION

WOMEN IN FORESTRY

- **1905**



- **1957** First female forester at USFS - Mary Wagner, Associate Chief, 3rd Annual Women in Leadership Conference. Boise, ID, September 11, 2015
- **1973** Gene Bernarid sued the USFS over sexual discrimination
- **1979** First female USFS District Ranger
- **1985** First female USFS Forest Supervisor
- **2012** 18% female undergraduate enrollment in forestry J. For. 113(6):538–551
<http://dx.doi.org/10.5849/jof.14-146>



Women fighting forest fires say abuse is rife - but men often go unpunished

A8 THURSDAY, AUGUST 1, 2019 POST BULLETIN • PostBulletin.com

Opinion

TOMORROW Thumbs up,
thumbs down to local issues

OUR VIEW

Expertise comes in many shades, from many backgrounds

Physicians, medical students, scientists and medical technicians come from around the world to work and study at Mayo Clinic.

Mayo, after all, has just been named the nation's best hospital for the fourth consecutive year. If you want to be the best, you work with and at the best.

And make no mistake, the staff at Mayo Clinic is the best.

That's why we find it so disheartening that Mayo has had to institute its 5-Step Policy for Responding to Bias Incidents. The policy, which is getting renewed attention, went into



Hayes

ethnicity.

Think about that: You are a patient with a serious medical condition, being treated by the best the medical profession has to offer, and you're more concerned about the skin color or

effect two years ago in reaction to an increased number of incidents of patients requesting that their care team be changed based on skin color, religion or

country of origin of the experts taking care of you.

"I'm saddened, but it happens so frequently," Dr. Sharonne Hayes, co-author of a recent paper about the policy, told the Post-Bulletin. "Young people, **Muslim people**, brown people, young women, people with **accents, they are** all affected."

To the credit of Mayo's staff, they have never, as far as is known, just thrown up their hands and walked away. Their professional ethics don't allow that.

But if Hayes is correct, and we have no reason to doubt her,

the staff also needs protection, support and an outlet. Just knowing that Mayo is talking publicly about the issue, and has put in place a policy to respond to bias incidents, has to be important to them.

No matter how much we wish there was no need for such a policy, there is no question many people in our society feel emboldened to speak out and express their fears and hatred. When patients at Mayo Clinic were being treated by a team of professionals that looked like themselves, that anxiety was held in check.

Now, though, medicine — especially as it is practiced at Mayo Clinic and other leading medical centers — is a field filled with people from diverse backgrounds. That obviously makes some patients and their families uncomfortable. That is unfortunate for them, and for what it says about our society today.

By contrast, the great majority of us welcome the skills and expertise of a medical team, and are only too happy to be treated by anyone who can help us heal — no matter their background, color or beliefs.

For two years she said nothing. "He'd get handsy and then I'd snap and make him back off and it would stop for a while, and then it would start up again."

But in 2011, the two got into an argument and he assaulted her, **poking her breasts with a letter opener**, as she related in 2016 testimony before a congressional committee examining sexual harassment and gender discrimination in the US Department of Agriculture, which oversees the forest service. The man did it "with a smile on his face in an arrogant way like he could get away with it. And I stood there in shock."

ims



UNIVERSITY OF MINNESOTA EXTENSION

<https://www.theguardian.com/environment/2018/may/02/female-firefighters-us-forest-service-sexual-harassment-abuse-claims>

NON-PROFESSIONAL WOMEN IN NATURAL RESOURCES

- Naturalist = an expert in or student of natural history.
- Gardener = a person who tends and cultivates a garden as a pastime or for a living.
- Silviculture = the people who look after our trees, specifically, the trees in our forests.





NON-PROFESSIONAL WOMEN IN NATURAL RESOURCES

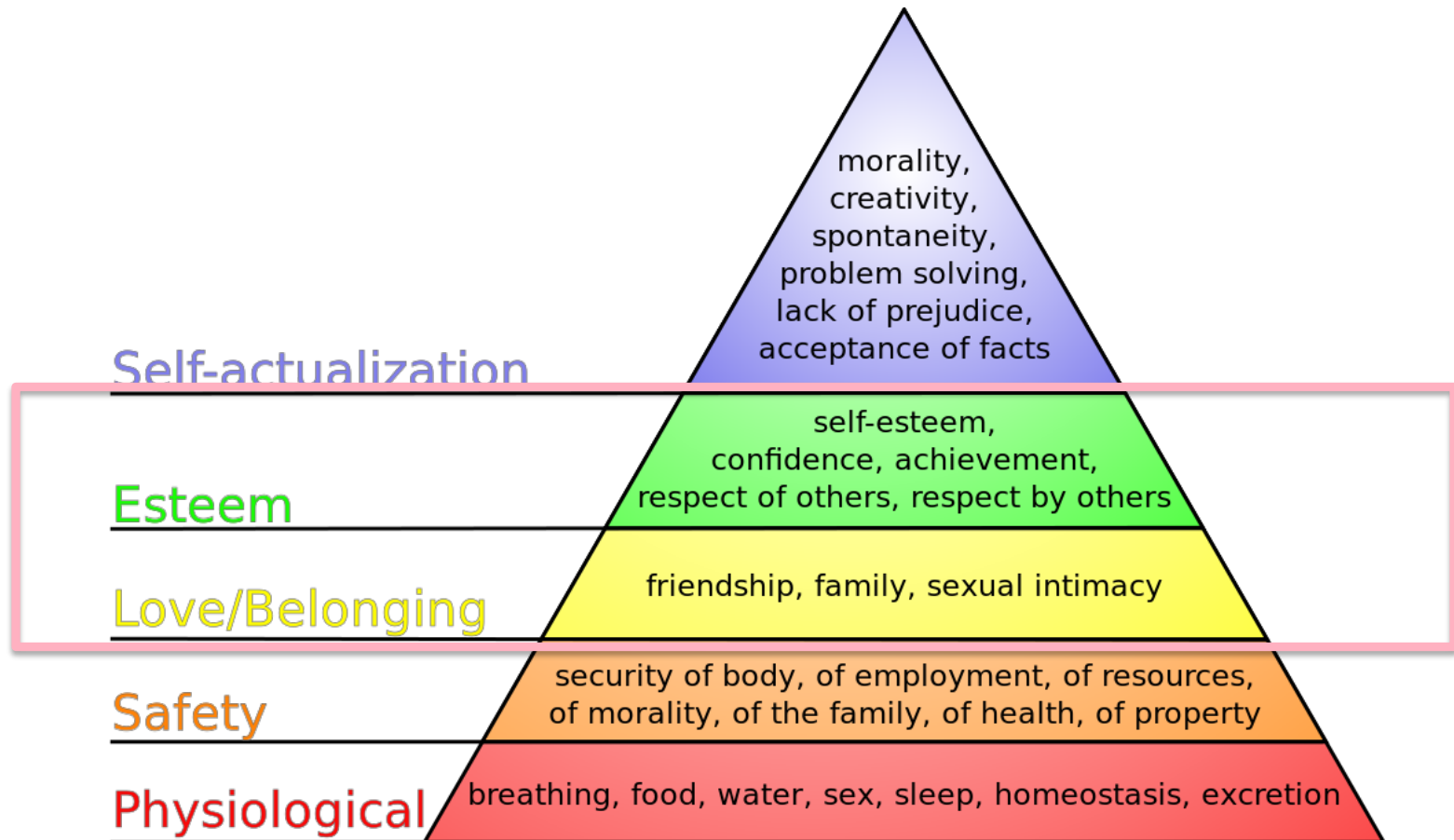
- Minnesota Master Naturalist, 2018
 - 55% female, 30% male, 15% Other/NA
- Iowa Master Gardeners, 2015
 - 80% female, 20% male

Women volunteer more: 27.8% of women
volunteer compared to 21.8% of men





MASLOW'S HIERARCHY OF NEEDS



WHAT DO YOU GET WHEN...

- You have four foresters together?
- You have four women woodland owners together?



WHAT DO YOU GET WHEN...

2011

MN Women's Woodland Network

1 Grandma

1 Daughter

1 Baby

3 Wives

3 Husband

1 Dog

2019

Master Woodland Owner

3 Men

1 Husband

1 Wife

1 Women



UNIVERSITY OF MINNESOTA EXTENSION

Chainsaw picture: MN Women's Woodland Network
Winter picture: Wikipedia

STRENGTHS BY GENDER

Men and Women Share Four of Five Top CliftonStrengths Themes

Women's top five themes	Men's top five themes
1. Responsibility	Learner
2. Input	Responsibility
3. Learner	Achiever
4. Relator	Relator
5. Empathy	Input

GALLUP

Women say "I feel"

Men say "I think"

*Gallup's findings suggest that, compared with men, women are generally more inclined to **focus on groups or teams and gather collective voices**. Women tend to be **more sensitive and intuitive** about what is going on with the people around them. Men, on the other hand, are more prone to gather external data and internalize their decision-making. Rather than naturally asking for feedback from others, men tend to look for answers from within.*



WOMEN LEADERS

- Place a high value on relationships
- Have a bias for direct communication rather than following the chain of command
- Put themselves at the center of the people they lead
- Are comfortable with diversity
- Are skilled at integrating their personal lives and their lives at work rather than compartmentalizing

The Female Advantage: Women's Ways of Leadership
By Sally Helgesen who studied women leaders for 30 years



CONFIDENCE & LANGUAGE

- Clearcut



The maple with the 24" DBH may have birds eye. I also think the butt log is veneer quality and the crotch wood valuable enough we should try to market it.



EmpowerU!

- Listening for Feelings & Values
- Six Types of Probing Questions



IDEAS TO BETTER ENGAGE

WOMEN LANDOWNERS IN DISCUSSIONS OF SILVICULTURE

- Recommend she invite someone to join her in the woods with you
- Show **RESPECT** for her
- Help and enable her to express her feelings
- Be a good listener; ask good questions
- Help her understand and answer her questions
- Expect a group discussion
- Connect her to other women owners

Help her FEEL good about silviculture



EMPATHY CHALLENGE





UNIVERSITY OF MINNESOTA EXTENSION
Driven to DiscoverSM

Discussion & Questions

ANGELA GUPTA, agupta@umn.edu

© 2019 Regents of the University of Minnesota. All rights reserved.

The University of Minnesota is an equal opportunity educator and employer. In accordance with the Americans with Disabilities Act, this PowerPoint is available in alternative formats upon request. Direct requests to 612-624-1222.