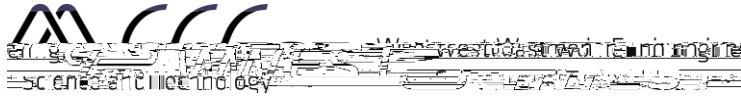




Applied Sciences Building 9861
Simon Fraser University
8888 University Drive
Burnaby BC Canada V5A 1S6



Applied Sciences Building 9861
Simon Fraser University
8888 University Drive
Burnaby BC Canada V5A 1S6



Applied Sciences Building 9861
Simon Fraser University
8888 University Drive
Burnaby B.C. Canada V5A 1S6

you know, working together with Professor Jones, and the support of McMaster

colleagues. And specifically, they use those conversations as kind of clues to their perceived competence and acceptance. So a negative response might be something like, you know, being criticized or being ignored or being dismissed. And that makes women and non binary folks feel excluded. But I want to say like beyond excluded, like excluded, but also completely devalued, like just incompetent, right, you're not welcome in the space and just you're not relevant to the space, it also increases your anticipated threat for the future, right? So it colors the way that you think that people are going to react to you in the future. So you're always anticipating that your conversations might be this opportunity for a feeling of rejection. And so that makes you less likely to seek out those conversations. Another thing that they find in that work, and we've found in some of the other work that we're doing with SINC as well, is just simply having to think about your gender, so just that awareness of gender is distracting. And that leads to a distraction of your attention, right. And it reminds me actually, that Toni Morrison has this really beautiful quote, where she talks about racism. And she says that, you know, the function of racism is distraction, like it prevents you from actually just doing your work. And that's how I think about exclusion. It's like, like if you could be so lucky, if you had the privilege to just like do your work without worrying about your identity, imagine what you could do. But when you're in these spaces, where your social identity is devalued, then that's why you're feeling this fatigue, this burnout, this disengagement. It's because you're constantly being distracted by even just having to think about these aspects of your identity. Like just even having to think about it, let alone then the next step of being rejected and undermined. So all of that ends up being really terrible for your wellbeing your overall mental health. Some of the work that we've done in SINC is really interesting, because we did interviews with undergraduate engineering students, and women in those studies, were really feeling this kind of exclusion, right when they were first starting at University, and they felt like they didn't belong in the space. And then it required a lot of work for them to kind of realign their gender identities with the engineering identity, they had to put that work in would not work that men had to put in. And so this is what I think those experiences are like, it's these constant distractions constantly having to think about something else. And particularly, like, we care a lot and think about intersectionality as well. So this is particularly the case for people whose gender identity intersects with other aspects of identity that are typically marginalized. So things like, you know, ability status, or like language ability is a big one that we encounter at UT. A lot of students are second language speakers, or third or fourth or whatever. So that all kind of comes together to create this experience of exclusion.

VANESSA



Applied Sciences Building 9861
Simon Fraser University
8888 University Drive
Burnaby BC Canada V5A 1S6



Applied Sciences Building 9861
Simon Fraser University
8888 University Drive
Burnaby BC Canada V5A 1S6

social media, and more. From everyone at Westcoast Women in Engineering, Science and Technology, thanks for listening.