Three wooden barrels are arranged in a row on a wooden floor against a dark background. The barrels are made of dark wood with metal bands. The first barrel on the left is partially cut off by the edge of the frame. The second and third barrels are fully visible, showing their curved shape and the texture of the wood.

Tools for Eliminating Precursors to Violence and Harassment in the Workplace and in the Field, Organized by Master Brewers



UNITED WE BREW™



TARA NURIN
Freelance Journalist
and Author

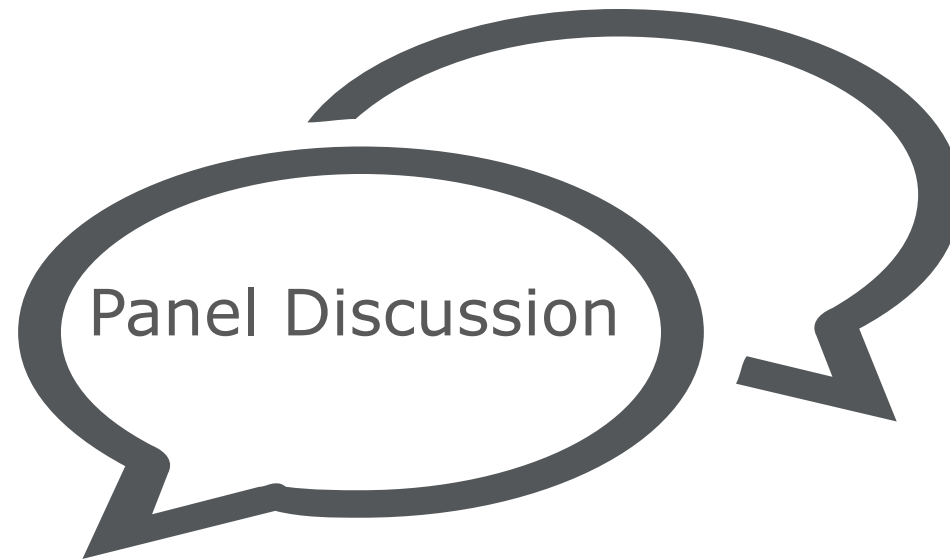
BREEZE GALINDO
Other Half
Brewing Co.

NIKKI LARCHAR
Define the Line



What to Expect During This Session

- A History of Discrimination in Beer
- Awareness of Where We Are Today and What We Can Do
- Tools for Harassment Prevention



History of Discrimination in Brewing



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Natalie Phillips former Sales Rep, Ohio

“Tits and tattoos.
It must be a beer
chick.”

photo courtesy of Natalie Phillips



Jodi Andrews Stoudt former Cellar/QC Manager, Rhode Island

“You need to give the packaging supervisor a hand job for fixing the flash pasteurizer for you.”

photo courtesy of Jodi Andrews Stoudt





Brienne Allan

Sacred Profane Brewing Co-Founder/Owner, Maine

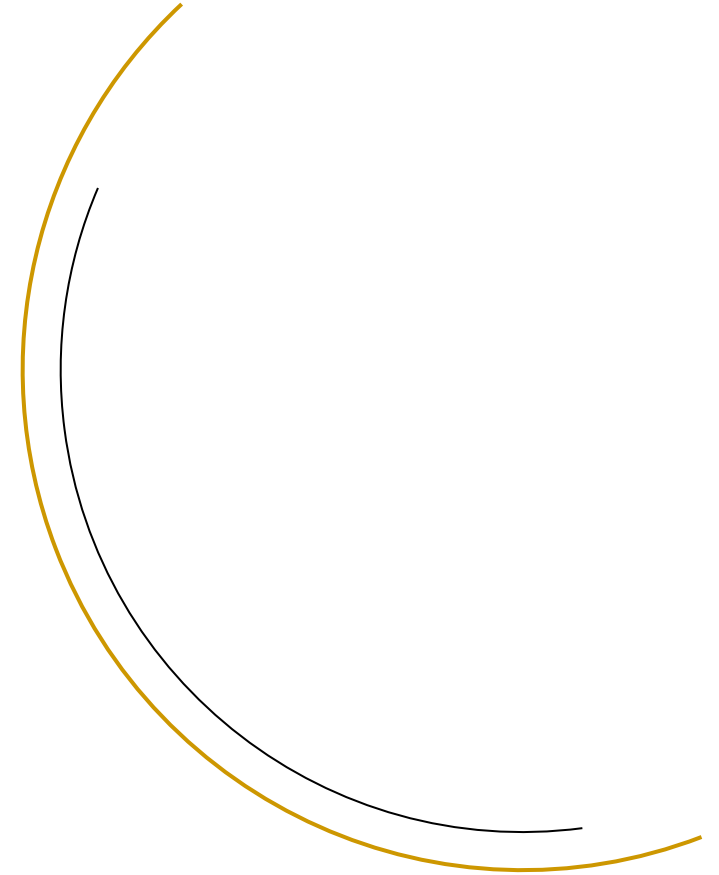


photo courtesy of Brienne Allan



Beth Hartwell

Pyramid Beer co-founder, Washington

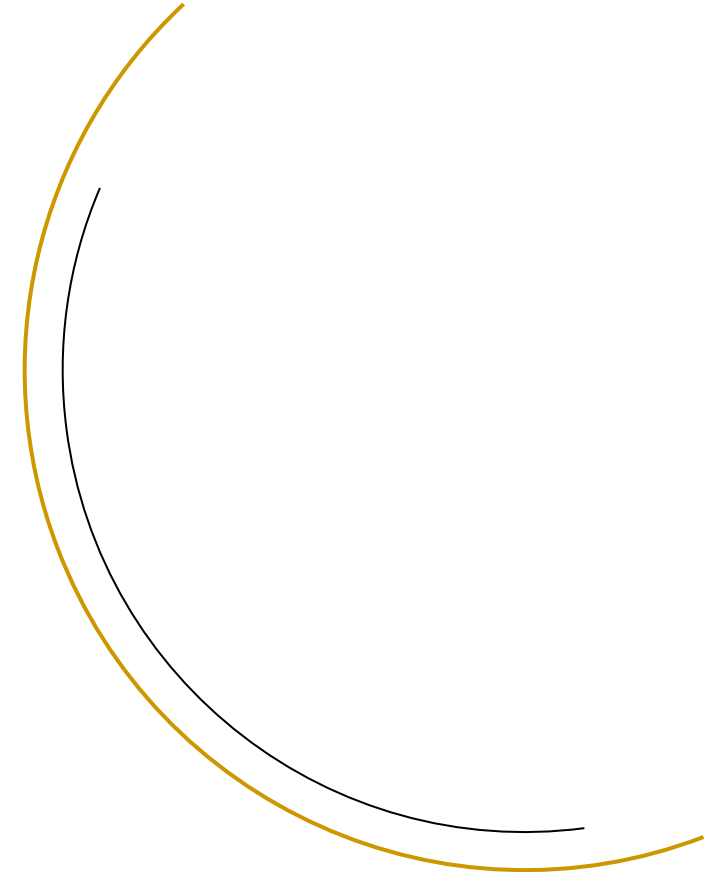


Irene Firmat

Full Sail Brewing founder, Oregon



photo courtesy of craftbeer.com, creator: Jesse J Larvick,
copyright: 2014



Iron Age illustration of Hallstatt salt mountain miners & families drinking beer



photo courtesy of Business Insider India Reschreiter_Groebner/NHM



Women heading to work during WWII (stock photo)



photo courtesy of Legion Magazine





It doesn't matter what you see.
What's important is what it is.

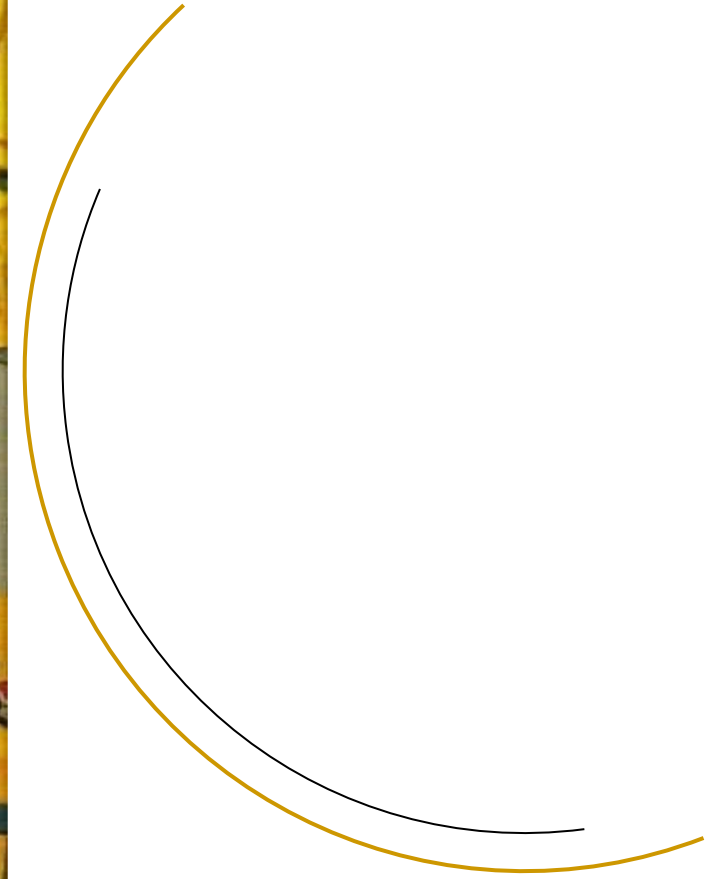
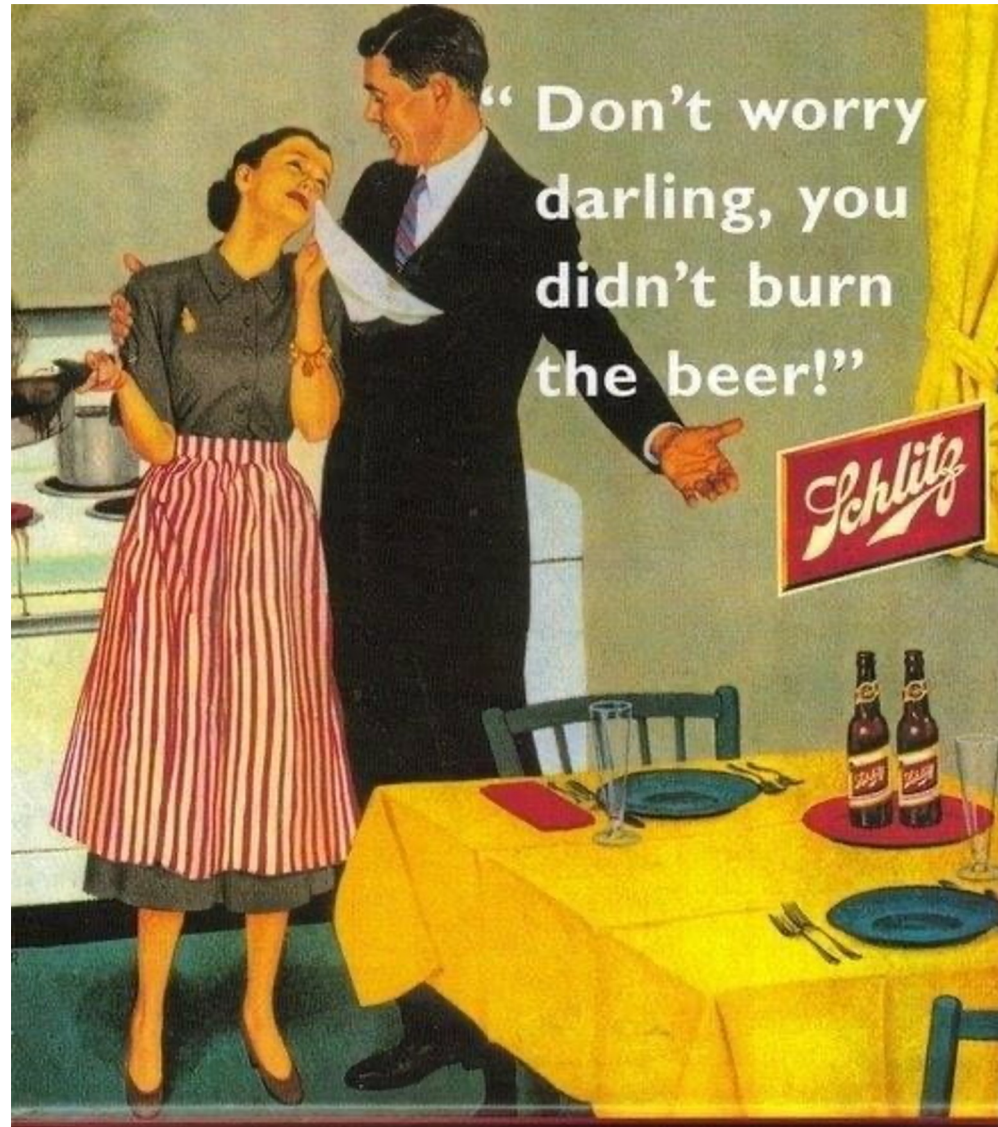
What's important is the beer.



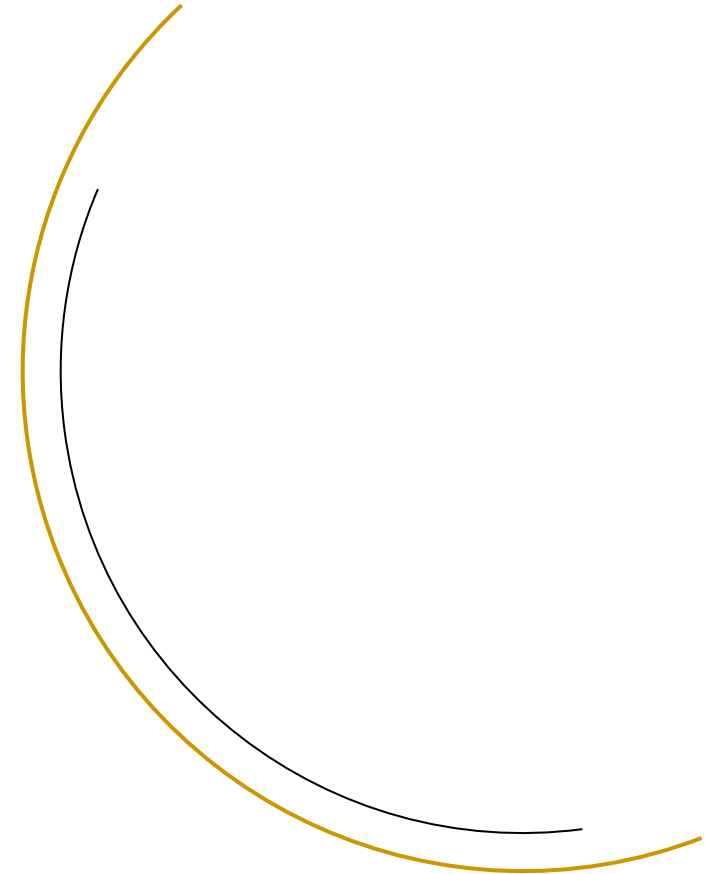
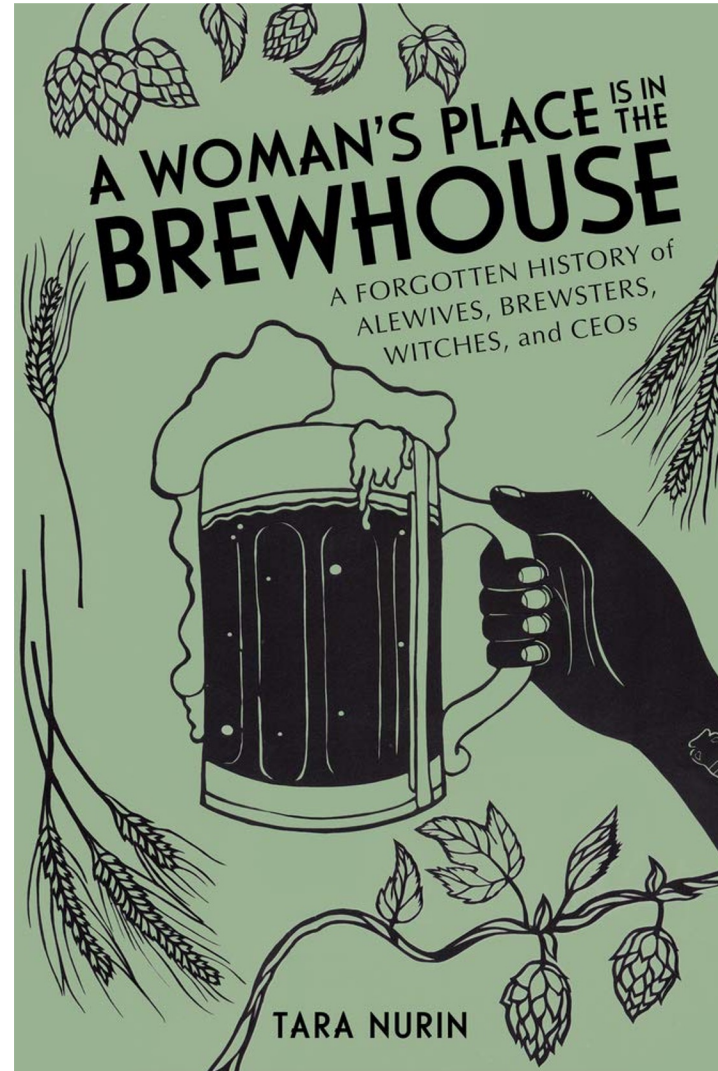
It doesn't matter what you see.
What's important is what it is.

What's important is the beer.





A Woman's Place Is in The Brewhouse



Babylonian women drinking through straws



photo courtesy of epic-curiosity.com

“By the time of Ramses II, queens’ statues stand no higher than the pharaoh’s knee; [a] statue of the wife of Ramses . . . stands in front of him, her head the size and at the level of his penis.” – Marilyn French

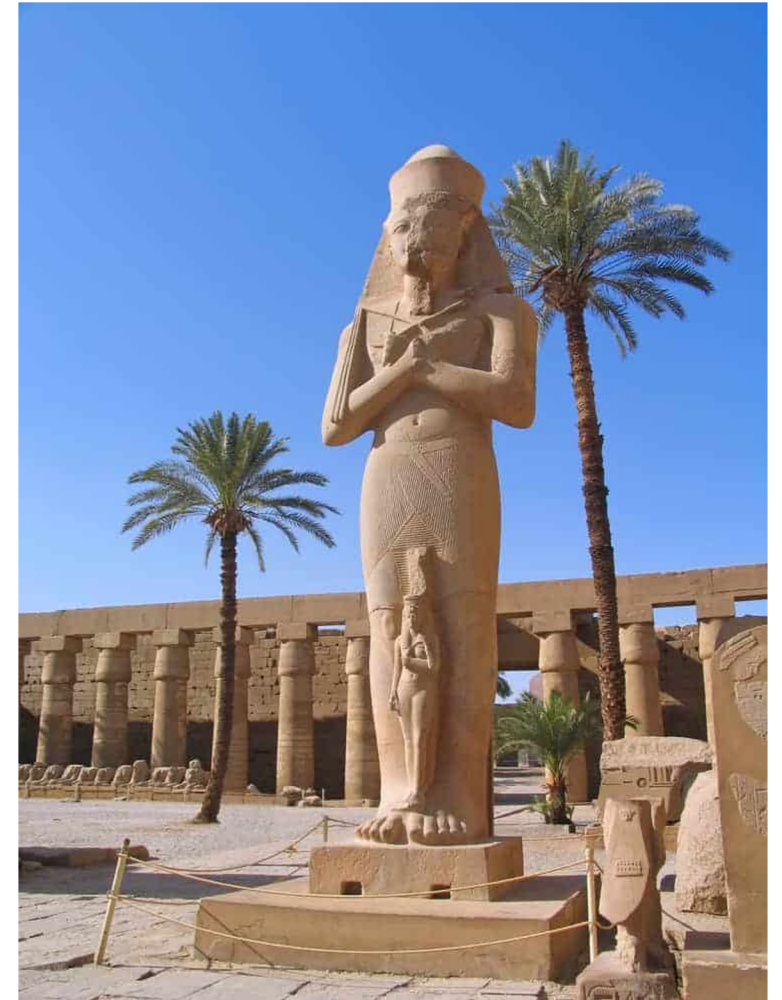


photo courtesy of Osiris Tours

In With Men, Out With Women

- Europe, Middle Ages
 - Rise of capitalism and The State
restrictions on beermaking and guild membership
- United States, 19th Century
 - Industrial Revolution
required greater access to capital and networks
- Britain, US, 18th Century
 - cookbooks into textbooks
 - “A man who has mastered alcoholic beverage production does not need to feel ashamed of performing women’s work.”
- Africa, 20th/21st Centuries
 - Global production scale
nearly destroys village brewing



Women Are Brewing it For Themselves



Natalie Johnson, Director of Brewing, North America, A-B; photo courtesy of LinkedIn



Pink Boots chapter map; courtesy of Pink Boots Society



Josephine Uwase, brewer, Kweza Brewery, Rwanda, photo courtesy of Kweza Brewery



Theresa McCulla, curator of the American Brewing History Initiative at the National Museum of American History

“Craft brewing has begun a new chapter of the history of women in beer. (However) people aren’t included for all kinds of reasons and that’s why it’s so important to think about including all sorts of voices.”



photo courtesy of theresamcculla.com



The image features three large, weathered wooden barrels in the foreground, set against a dark, moody background. The barrels are made of light-colored wood with dark metal bands. The lighting is dramatic, highlighting the texture of the wood and the grain of the barrels. The background is a solid dark color, making the text stand out.

AWARENESS

By: Breeze Galindo
Lead Brewer at Other Half Brewing
Creator of The OH Women's Forum
Michael J. Jackson Foundation -
Boardmember



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LET'S BE REAL

Let's Be Real

You gotta have that talk with yourself first.

- Are you aware because it was brought to your attention?
- Do you genuinely care enough to get involved?
- What do you want to do about it and are you willing to commit long term?



Let's Be Real

OK, now have that talk with those around you

- Start the conversation and listen
- Stay away from pointing fingers
- You're allowed to push the envelope, but try to keep from crossing boundaries.



Let's Be Real

Research

- Don't ask how you can do better without doing your own research first.
- Don't worry, you're not the only one trying to figure this one out.
- Don't rush it.





MAKE MOVES

Make Moves

But first, it's time to cancel "Cancel Culture."

- It's a bit much, don't you think?
- Think about who else is being affected
- It's time to move forward



Make Moves

So what's it going to be?

- Internal Forum
- Public Forum
- Knowledge sharing between breweries and organizations.





**KEEP IT GOING AND
HERE'S HOW**

Keep it Going and Here's How

A lot of damage has been done. It won't go away overnight.

- Keep talking about it
- Be an ally
- Inclusivity forever



Keep it Going and Here's How

How about a Mentorship?

- Mentorships come in all shapes and sizes
- Your employees might already be doing this, they just don't know it.
- Empower. Empower. Empower.



Keep it Going and Here's How

Here are some Scholarships!

- Michael J. Jackson Foundation: provides scholarships for the BIPOC community in brewing and distilling.
- Infinite Ingredient: Non-profit dedicated to the mental and physical health of craft beverage employees.
- Crafted for All: helping craft beverage organizations develop inclusive, equitable, and just practices the drive success, build communities, and empower individuals



Harassment Prevention Tools



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Training

Create your allies

TRAINING

- Interactive
- Inclusive
- Real-world scenarios specific for your staff
- Steps for leaders
- Transparency and accountability
- Involve your team in the selection of your vendor/resource





Reporting Platform

How can employees report

REPORTING PLATFORMS

- DIY
 - google forms, survey monkey, suggestion box, etc.
- Platforms
 - Speakfully, AllVoices, Lighthouse, #notme, etc.
- Involve your team in the selection process!





Policies

Where can employees find information

POLICIES

- If you write it - follow it!
- Involve your team in the creation





Ambassadors

Allies in your organization

AMBASSADORS

- Group of staff (at all levels) available to support their team
- Assist in selecting resources
- Lead initiatives/programs





Pulse Surveys

Anonymous check-ins

PULSE SURVEYS

- Anonymous survey
 - Google form, survey monkey, typeform, etc.
- Be prepared to take action





Lookbacks

Share the wins and opportunities

LOOKBACKS

- Discuss situations and reflect on what went well and opportunities for learning.
- Keep information confidential





Communicate

Create a plan

COMMUNICATE

- Create a communication plan
- Don't make this a once per year conversation
- Integrate into your current communication





1 ONE THING

That You'll Apply

Resources

- EEOC.gov
- RAINN.org
- DefineTheLineComic.com (Blog)
- @DefineTheLineComic

– <https://www.mbaa.com/DEI/Pages/Reporting.aspx>

- Conference reporting resource

– Nikki@definethelinecomic.com



Resources

- [Tara Nurin's How to Write a Code of Conduct \(ProBrewer.com\)](#)
- [HRuprise Code of Conduct Guidelines](#)
- [Define the Line](#)
- [AllVoices](#)
- [Red Flag Reporting](#)
- [Speakfully](#)
- [Syntro Lighthouse](#)
- [WeVow](#)
- [Empower Work](#)
- [RAINN](#)
- [Sexual Assault Victim Advocate Center](#)
- [Transcending Trauma Program](#)
- [Educational Resources compiled by Master Brewers DEI Committee](#)
- [Making Spaces Safer Book](#)



Q & A

