

Call for Community of Practice Co-lead: SGP Ending Sexual Harassment in the Workplace Circle

The [Society of Gender Professionals \(SGP\)](#) is seeking two new co-leaders for its Community of Practice, *Ending Sexual Harassment in the Workplace Circle*. This is a volunteer position (no financial compensation is offered) with expectation of a commitment of a minimum of ten hours per month per co-lead.

SGP is a volunteer-powered non-profit membership network of gender practitioners, academics, and activists dedicated to promoting feminist action and applied research, and raising the profile of gender expertise. Our vision is to be a global, cross-sectoral association of gender specialists, where members are empowered with the resources and networks they need to thrive in their careers and advance gender justice in their communities. SGP members, subscribers, and supporters represent 100+ countries, creating a community that is ripe for diverse feminist collaborations.

SGP Circles are groups of members with common thematic and/or geographic interests and/or expertise, or a common language, who interact on a regular basis to learn from each other, coordinate local actions, pursue diverse collaborations, and share resources.

SGP Ending Sexual Harassment in the Workplace Circle serves to research, share, and create resources for ending sexual harassment in formal and informal sectors, in the aspiration that we can foster welcoming workplaces that allow everyone to do their work free of fear or intimidation. Today, the circle has a community of 150+ members spread across 45+ countries. One can join the circle by filling up [this form](#). If you work in the space of workplace sexual harassment prevention or are interested in this topic and believe in feminist co-leadership, this opportunity is for you!

Ending Workplace Sexual Harassment requires in-depth research in creating awareness, implementing policies, addressing complaints in a survivor-centered way, and restoring workplace harmony after redressal of concerns. We must also think through how to create inclusive workspaces that provide a safe environment for everyone. We invite you to lead this community of practice where we interact, formulate new approaches, envision research projects, and collaborate on implementing ideas on ground.

The incoming co-lead will receive onboarding support from outgoing co-leads, Sreevidya Varma and Hayley Samu to understand the Circle's mission, vision and programming. Sreevidya (she/her) is a seasoned employment lawyer whose practice specialises in impartial workplace sexual harassment investigations. She is also associated with Support Against Sexual Harassment (SASHA), a leading organization in India supporting companies in compliance related to the prevention of sexual harassment. Co-lead Hayley (she/her) is experienced in supporting gender equality for projects funded by USAID, MCC, the World Bank Group, and NGOs. She specializes in GESI in the energy and infrastructure sectors, as well as survivor-centered approaches to sexual harassment and gender-based violence (GBV).

About the Co-lead role

The circle co-lead role is an excellent opportunity to strengthen your leadership, facilitation, feminist network-building, and communication skills. And to learn about the ever-evolving landscape in the field of prevention of sexual harassment within a vibrant international community of gender professionals and co-learners. Here are some details regarding co-lead responsibilities.

1) Circle programming:

- Propose or invite topics for monthly (or another frequency) online circle meetings from the circle membership
- Assign facilitators for monthly meetings from the membership and co-facilitate meetings occasionally
- When discussing specialized topics, invite external experts/guest facilitators for circle meetings utilizing networks of circle members or SGP Secretariat/Committees
- Initiate discussions for potential collaboration among circle members for advocacy, projects, or other activities

2) Circle communications:

- Update the contact list of circle members based on new additions to the membership
- Send meeting invites and agenda to circle members
- Onboard new circle members by sharing necessary information about the circle and looping them into the ongoing communication
- Contribute circle updates such as upcoming meeting topics, a summary of notes from past meetings, etc., in the SGP monthly newsletter
- Meet with the SGP Secretariat point(s) of contact for the SGP Circles to share updates and needs/asks periodically

SGP offers support to Circle co-leads and participants in the following ways:

- Access to the SGP Circles Handbook containing policy and guidelines around topics such as member-shared commitments, leadership structure, communication, knowledge management, navigating inter-group dynamics, etc.
- Facilitate sharing of lessons among circles regarding circle management
- Offer opportunities to expand circle membership through dissemination of circle programming information across SGP communication channels
- Provide an online platform for Circle formation, knowledge management, resource sharing, and other needs

How to apply?

Please reach out to co-lead [Sreevidya Varma](mailto:svarma@lexperitias.in) at svarma@lexperitias.in and [Hayley Samu](mailto:hayleysamu@gmail.com) at hayleysamu@gmail.com (putting info@genderprofessionals.org in the cc) if you are interested in this opportunity! In your email, please share a CV and a brief summary of your work experience as it relates to this role.

Connect with SGP



<http://www.genderprofessionals.org>



info@genderprofessionals.org



Society of Gender Professionals

(+ closed pilot group of registered members: **SGPistas**)



@genderprofessionals

(+ active closed group of SGP members & supporters: **Society of Gender Professionals Community Forum**)



@genderprofs