KELLY DIELS

We are the Culture Makers

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Month 2, Lesson 1: Time is a Feminist Issue

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I live and work on the traditional territories of the Sto:lo Nations



This Week...

We're toggling out to think about **time** And toggling *in* to reconsidering our relationship with time



This Week...

"Time is a Feminist Issue" -Brigid Schulte



Quantify the time you give away

- So much of our emotional labour and time is invisible – it just disappears into other people and projects
- It's hard then to grasp how much we're REALLY contributing and doing and the value of it



"Time is a Feminist Issue" -Brigid Schulte

- 1. Where are you spending your time?
- 2. Is that how you want to spend your time?
- 3. How much time are you giving away?
- 4. What is the cash value of that time?
- 5. How much time do you WANT to give away each month?

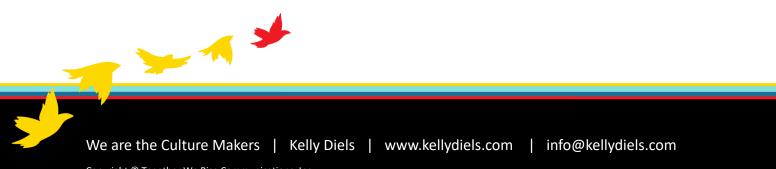


Get a baseline of how you're currently spending your time

• I talked a lot of sh*t to myself about time

(I'm surprised no one is offering coaching around our "time stories")

 My time story (ahem) was that I'm not organized, I'm not good with time, I don't manage my time productively, I am a procrastinator frittering away my time instead of writing a book

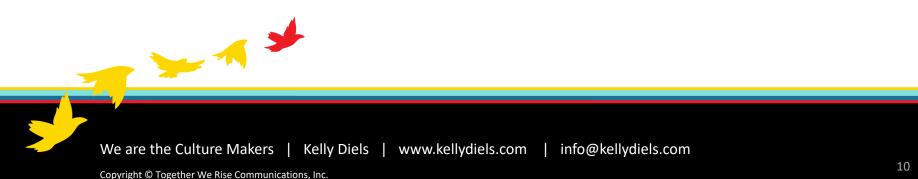


Get a baseline of how you're currently spending your time

- This is not a busy-work project it's seriously illuminating
- My self-conception CHANGED.
 - Before, I was talking crap to myself about being "not good with time" and a procrastinator because I wasn't writing
 - After tracking, I realized just how much I was doing AND how little time I had for my biggest priorities
 - Surprise: I found that I was giving huge chunks of my time to people I didn't even like.

"Reclaiming my time" – Maxine Waters

- I found that I had 43-48 mins each day of unaccounted for time – which triggered a reckoning
 - That 43-48 mins was in 4 min blocks. NOTHING WORTH WRITING GETS WRITTEN IN 4 MINUTES
 - I had been beating myself up for nothing
 - The book would never get written unless I recaptured my time
 - I needed to make some ruthless decisions about my time



Quantify the time you give away

• "Women hold up the sky"

(That's gender-essentialized, but the sentiment is way too true – anyone who is not what Audre Lorde calls "The Mythical Norm" is tasked with keeping the world running smoothly)



Quantify the time you give away, uncompensated

- Women and marginalized people are the greatest yet most unrecognized philanthropists in the entire world.
- Our time-donations make everything possible in every sphere of our society.
 - It's valuable. It's essential. It has an impact.
- Let's track, calculate, celebrate and marvel at how much of our time we do contribute.



Quantify the time you give away

- When I quantified the time I gave away, I realized I actually made a huge contribution to our economy this month
- And that helped me give myself permission to rest
 - Now I had a concrete figure for what I was doing towards justice and my community – and it was A LOT
 - So...yes. I can chill on the weekends.
 - ALSO NOPE, YOU DON'T NEED TO EARN REST, but you know what I mean ⁽²⁾



Put a PRICE on it

- Time-pricing
- Make your most precious resource REAL to you; understand its value
 - Helps you prioritize (and say wholehearted yes or no)–
 How would you feel about donate that amount of money to the person asking for your time?

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Time-pricing

- I'm putting a price on my time to make it vivid and in my face how much I'm giving away, especially when I didn't intend to or don't want to.
- You don't have to use cash as your metric; it could be any unit; but I'm using dollars because money is compelling to me, personally.



How to Put a PRICE on it

- How to price:
 - Your hourly work rate
 - Or: what activity is this displacing?
 - Or: what is it costing you per hour to do this? (eg childcare, lost wages, gas, long distance charges etc)
 - Or: living wage in your community

Deliberately DECIDE and ALLOCATE your uncompensated labour Time-tithing:

- Each month, I'm setting a goal for how much of my time I plan to contribute
- I decided my number is 20 hours per month to my community
 - I defined "my community" as:
 - individuals and organizations who ask me for uncompensated help
 - my kids' schools including the volunteer time expected of me beyond the fees for their leagues and extracurricular activities.

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- My goal was 20 hours per moth
- Sixteen days into the month, I was at 35 hours -- 15 hours OVER my target number

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Next Steps

- Let's talk about our relationships to time in our Gathering Space on Mighty Networks
 - Feel free to start a thread! When you get brave and go first, you create space for other people



Resources

- **Overwhelmed** by Brigid Schulte
- Why Time is a Feminist Issue, by Brigid Schulte
- The Second Shift by Arlie Hotschild
- Time tracking apps:
 - Toggl (free)
 - RescueTime (tracks time in apps)

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