



KELLY DIELS

We are the Culture Makers

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Month 2, Lesson 1: Time is a Feminist Issue



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 😊



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 month
- 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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