Do you have any specific ideas about how rail organizations and the people associated with them could be more inclusive of women? If yes, please describe briefly.

* All we ask is a chance to shine whether we fail or succeed we just wish for one chance

* Nothing, the misogynistic, homophobic, and racist leadership has an iron grip on things at my local rail museum and the only thing to do is wait for them to age out and die.

* Let women take part in any of the volunteer positions at the museum and treat them with the same respect shown to the men.

* Actively recruit women and POC

* Encourage more women drivers of the trolleys. More publicity about getting training and the history of World War 2 women who drove the trolleys

* I don't know. [Person redacted] at [place redacted] treats women like shit and I'll just go spend my time somewhere I'm treated better.

* I feel like our organization is welcoming. More recruitment via invitation would increase the numbers and training on inclusiveness for all.

* "Two things helped when I first started. First, in the orientation it was said (several times) that gender biased comments or other harassment would not be tolerated in our organization and to let (the instructors) know if anything ever occurred. Second, our organization has previously hosted a reunion (doing much research in the process) of female operators from WWII years, gathering oral history and celebrating the 'Rosie the Riveter' women in general.

As new operators come on, we inevitably make some mistakes, as do the men. On such occasions I've received (and witnessed) reassurance that everyone goes through this and learns from mistakes and goes on to become a good operator. I have not experienced or witnessed any form of belittling on such occasions.

The women operators have sometimes signed up as an all-female crew for one shift or another; the organization has also been helpful publicizing these and engaging in whatever public relations/news coverage we could come up with. It seems to be appreciated as a benefit to the organization as a whole."

* Have open days when women can have a go at different jobs on railways eg signalman, fireman, guard, driver especially if women are already doing those jobs. On advertising for railways don't always have men on steam/diesel locos.

* It is not something that can be changed overnight, there is not a solve all answer. The attitudes have to change fundamentally. Women have proved time and again that they are

more than capable of doing these jobs but still we are not taken seriously. Some men can mess up catastropically in this industry and no one will ever say "You see what happens when you let a man do this job" or "Men just aren't meant to do these sorts of things" but when a woman messes up she has to defend herself, her whole gender and her right to even exist in that space! If it is ever brought up she is accussed of taking things too seriously or, what's worse, that "its always been like this". Inclusivity is about support, making sure the women (and men) in these places feel welcome.

* "Rethink policies, how can uniform policies be inclusive to women, if the dress code is period accurate what would that be for women who worked for the railroads in the period you are recreating.

Rethink how locker rooms are broken out.

Displays about women working on the railroad. There's a lot of cool history and Women taking over in the workplace during WWII had a cascading effect that effectively started women working and not staying at home with the kids

Diversity training, it may seem silly but it can help cut down and keep a paperwork trail for constant offenders who are sexist.

Keep sexist members from being the ones to run your social media pages and delete any sexiest comments that are posted on your page. I need more fingers then I have to count the number of places I won't visit because I've seen sexist things on their page.

Simply have more women on crews or working around the museum, the number of times I get comments from women, moms, little girls, grandma about how amazing it is to see a women in the cab and asking to take a picture with me is more then I can count. I've heard moms point at me and say how cool is that and little girls go I want to do that. Representation matters more than anything else you could do."

* Treat everyone as individuals instead of forming clicks.

* 99% of the people I work with are perfectly fine working with a woman. They just treat me like one of the guys with no special treatment. That's what most of us want. To be treated like any other crew member without any fuss over the fact we are women. You can't force equality unless you earn your spot equally.

* I think there needs to be standardized testing that is fair for everyone. The railroad has a job that needs to be done, but that doesn't mean the person doing it has to look this way, be this age, etc. Currently, one railroad I work at has gone overboard with promoting women. So much so that there are women on the job that are not physically capable of doing it. Someone is going to get hurt, but they are meeting their numbers so all is good in their eyes. If standardized testing was in place, some of these women would not pass, in fact, a few men wouldn't either. But safety has to come first, along with balancing the

workload with those who really want to do it. Including women who are physically capable of doing the job as well as their male counterparts.

* HIRE WOMEN. Give women an equal shot at doing all the things men are doing in your organization. And once they're there, treat them the exact same as you would your male employees. We don't need special treatment, we just need the opportunity to exist in a "male space". Stop making comments about how surprised you are that a woman is able to do a job you've only seen men do. We're not less able than men.

* Yes. Actually listen to women and don't treat us like we know nothing

* I don't think it's necessarily the rail organisations fault. All the railways I've been to have been delighted to have a young girl actually genuinely interested. I've had it more from the general public than I have the organisation. I think people need to realise how much words hurt and how much it can put people off. I've been with my railway 3 years and I wouldn't change a thing. It's a lovely place to work. The general public just need to grow up a bit.

* "Encourage women to participate by letting them (and men) see greater coverage of women in the press, social media etc, however it is important that women are thus portrayed as a normal part of the organisation, not as something special.
What NOT to do: sexualise women, e.g.<https://www.tanago.de/erlebnisreisen/en/our-tours/11-erotic-photo-shooting-in-chemnitz-hilbersdorf-depot.php>"

* I think they forget at times that we are women, but we are also moms. Moms who want the world for our little boys. There is power in that. Or if they are moms of little girls, we want to show our little girls that they can in fact do anything! Even shovel coal.

* I wish I did. Sometimes I think the issues lie with women. (I am a woman.. born a woman....) I also "own" [website redacted]

* Make us visible! I'm often the one behind the camera, not seen in our live streams or marketing photos. Women need to not just EXIST in rail preservation, but be FEATURED until we are seen as a regular part of the crew and not an abnormality.

*Teach women the technical side of railroading â€” involve them in the restoration .

* Yes, they need to realize that women are just as capable of knowing the history as a man. There are plenty of women out there that can turn wrenches as well as the men, and they can do the maintenance and repairs, just like the guys do. It's time that we realize that yes, men & women are different, but that doesn't mean they can't do the same jobs. Men are just as capable of raising the kids and cooking the meals as the women are, and the women can paint, weld and drive just like the guys can. There was an article that I saw recently that focused on an all female crew to operate a Steam Train...I think we need to focus on what can be done, not how it has always been done!!

* Before I started working on steam and diesel, I thought it was just 'for the boys'. I had never seen women turning wrenches or fabricating/machining in the rail preservation industry. I was encouraged to join a volunteer organization by some wonderful gentlemen who have taught me everything I know. I wish more women could see that this industry isn't just 'for the boys' and that we as women are just as capable of working on locomotives as any man. And sometimes we can do it better ;)

Survey results assembled by Nick Ozorak of the Roundhouse Podcast. Please contact nickozorak@theroundhousepodcast.com should you wish to repurpose any part of this document.