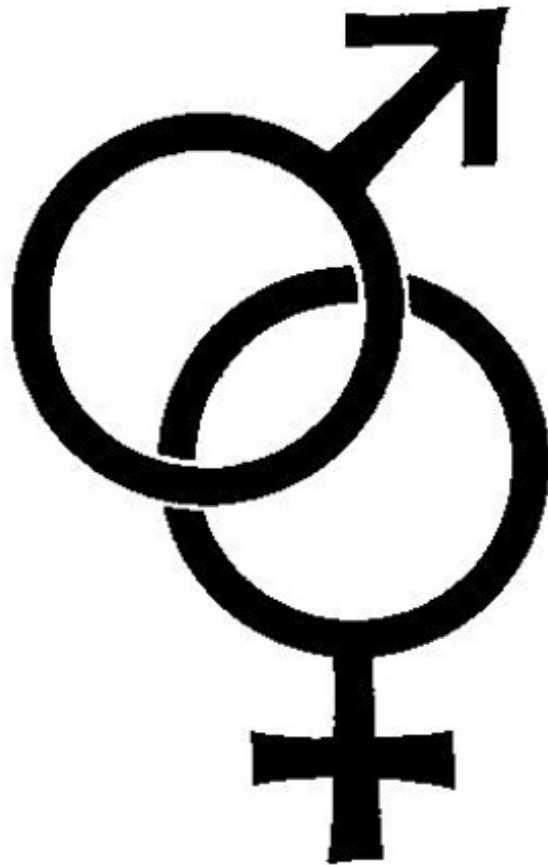


Think about Gender



Questions For the Day

1. Where do your ideas about gender come from?
2. Can you identify gender bias in your life and actions?
3. How often are you exposed to gender bias?
4. How often do you exhibit gender bias?

Before we start:

Before we start talking about gender I want you to take some time and think about the following questions. Please answer these questions honestly and remember that we must keep an open and honest space. This means that everyone's ideas and opinions are respected and valued even if we may not agree with them.

A few things to remember:

- **ISMS:** (Racism, Sexism) are systemic in nature. This means that it involves structural power and a set of rules laws and cultural norms that hold one group superior to another. An individual cannot be racist or sexist they can be prejudice.
 - Most, if not all, people have at one time or another participated in prejudice and or discrimination.
1. On an average day how many times do you think you say or act in a prejudice way to someone of another sex or gender? Explain how?
 2. On an average day how many times do you think you say or act in a prejudice way to someone of the same sex or gender? Explain?
 3. On an average day how often do you see or hear negative portrayals of the opposite sex or gender? Explain?
 4. On average how often do you see or hear negative portrayals of your sex or gender? Explain?

Lets Talk Privilege:

Privilege: Is an unearned advantage, or immunity granted only to a particular group.

Stereotype: The idea that all members of a certain group are very similar, leaving no room for difference.

Often when we talk about unearned advantages (privilege) it is hard to see where these privileges start and whom they benefit. It is important to start these conversations with a conversation about stereotypes. Very often some of the most damaging stereotypes revolve around gender and we are often not aware of what stereotypes we hold.

This next activity is designed to get our stereotypical ideas out in the open and start analyzing their origins. For the next 5 min you will be broken up by gender. Each of your groups will be given a piece of paper on which you will collectively brainstorm:

The advantages and disadvantages of being one of the two dominate genders in American society (Man, Woman). (I will assign you the gender)

Your table would look something like this:

Being a Woman	
Advantages of being a Woman	Disadvantages of being a Woman

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Lets Talk Privilege: Questions:

1. Are there negative consequences for a young woman who limits herself to traditionally female roles? Of a young man limiting himself to traditionally male roles?
2. Which gender has the most advantages? Disadvantages? Why?
3. What happens when a woman behaves in ways traditionally thought of as "male"? What happens when a man behaves in ways traditionally thought of as "female"?
4. Men's and women's roles are culturally determined. Can you think of any examples of cultures in which male and female roles are different that they are in the United States of America?
5. Can you give examples of religious or spiritual, legal, social or political teachings that limit gender roles for women or men?
6. What happens in this culture when someone challenges gender roles?

Gender Bias

Gender bias exists because of the social construction and language of gender itself; recognize it and try to avoid it when speaking.

Key Points:

- Gender is the social construction and definition of what it means to be man, woman, masculine or feminine.
- Gender expression and expectations of how gender should be expressed vary by culture.
- Men and women have different expectations and perceptions of each other and thus will react to people of opposing genders differently. Gender bias still exists when you are speaking to people of the same gender. That is women will perceive women differently than men.

Key Terms:

1. **Culture:** The arts, customs, and habits that characterize a particular society or nation. The beliefs, values, behavior and material objects that constitute a people's way of life. Any knowledge passed from one generation to the next, not necessarily with respect to human beings.
2. **Gender:** The socio-cultural phenomenon of the division of people into various categories, such as "male" and "female," with each having associated clothing, roles, stereotypes. These are ideas separate from the biological idea of sex.
3. **Audience:** A group of people within hearing; specifically a group of people listening to a performance, speech etc.; the crowd seeing a stage performance.
4. **Classification:** The act of forming into a class or classes; a distribution into groups, as classes, orders, families, etc., according to some common relations or attributes.
5. **Concept:** An understanding retained in the mind, from experience, reasoning and/or imagination; a generalization (generic, basic form), or abstraction (mental impression).

6. **Context:** The surroundings, circumstances, environment, background, or settings that determine, specify, or clarify the meaning of an event or other occurrence.
7. **Interaction:** A conversation or exchange between people.
8. **Language:** A form of communication using words either spoken or gestured with the hands and structured with grammar, often with a writing system.
9. **Meaning:** The objects or concept that a word or phrase denotes, or that which a sentence says.
10. **Perception:** Conscious understanding of something. The meaning you make of it.
11. **Understanding:** The mental (sometimes emotional) process of comprehension, or the assimilation of knowledge, which is subjective by its nature.
12. **Bias:** An inclination towards something; predisposition, partiality, prejudice, preference, predilection.

Understanding Gender:

Before we can start talking about gender bias, it's first helpful to understand the concept of gender. Gender is not necessarily indicative of the sex organs with which we're born. When you're talking about the biological classification of "male" and "female" you're referring to sex, not gender.

Gender is the social construction of a person's sex. Gender refers to the social definition and cultural expectations of what it means to be "man" or "woman." Additionally, some people may identify with a gender different from their sex, often identifying instead as "transgendered. "

Gender is not something with which you are born; instead it is taught, learned and understood through social interaction and experience.

Understanding Gender: Questions:

1. Can you think of an example in your life when the social construct of gender did not fit you or your identity? (When you do something or like something that is perceived as for the other gender... I.E. Mr. Gallardo liking the color pink)
2. Can you identify what it means to be a man or masculine in your culture?
3. Can you identify what it means to be a woman or feminine in your culture?

What is Gendered Communication?

At its heart, gender is learned by, defined and taught to us through language and communication. Gendered communication is often culturally constructed as well, meaning that what is considered masculine or feminine in one culture may not hold true in another. How people express their gender often relies on the cultural constructs of the society in which they live or identify. The same is said of how people expect certain gender roles to be expressed by others. Everything from what we see in the media to the views and values transmitted by your family construct your understanding of gender.

What is Gendered Communication: Questions:

1. Can you identify where these ideas about gender come from? Where do your ideas about gender come from?
2. Do the ideas about gender you learned at home match those you see in the media?

Recognizing and Avoiding Gender Bias in Public Speaking

Just as you want to be cognizant and aware of the cultural biases that exist between both you and your audience, you'll want to be equally aware of how gender bias may factor into your speech. Know that when a woman gets up to speak in front of a group of men, she is instantly received differently than her male counterpart. In certain cultural contexts, men may be dismissive of a female speaker. Many times, female speakers have to adapt gendered mannerisms, language and stance of men in order to validate their authority as speaker.

It's not exactly a cut and dry vice-versa situation, either. Women may be at ease with a female speaker, but they may also be more attentive to a male speaker, given that many cultures teach women to be attentive (subservient in the extreme) to men.

Taking a step back and considering what gender bias you bring to the table, as well as what gender biases your audience might have of you is an important step in eliminating or at least addressing gender bias in your speech. This type of bias is also visible in the medias portals of gender. It is important to understand how this is constructed in order to be able to identify it.

Recognizing and Avoiding Gender Bias in Public Speaking: Questions:

1. Have you ever been dismissive of a female speaker or authority figure? If so when?

2. Do you believe that in an effort to be better-respected women “take on gendered mannerisms”?

3. Do you believe women will be more dismissive of women speakers? Explain.

4. Why do you think cultures would teach women to be attentive or subservient to men?

5. Are there any forms of power and oppression at work with in our concepts of gender?

Lets look at media:

Image 1:

Media Analysis			
Observation: What do you see?	Purpose: What do you think the purpose of this image is?	What does this image tell you about the genders involved?	Is this an example of gender bias? Explain.

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Image 2:

Media Analysis			
Observation: What do you see?	Purpose: What do you think the purpose of this image is?	What does this image tell you about the genders involved?	Is this an example of gender bias? Explain.

Image 3:

Media Analysis			
Observation: What do you see?	Purpose: What do you think the purpose of this image is?	What does this image tell you about the genders involved?	Is this an example of gender bias? Explain.

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Image 4:

Media Analysis			
Observation: What do you see?	Purpose: What do you think the purpose of this image is?	What does this image tell you about the genders involved?	Is this an example of gender bias? Explain.

Image 5:

Media Analysis			
Observation: What do you see?	Purpose: What do you think the purpose of this image is?	What does this image tell you about the genders involved?	Is this an example of gender bias? Explain.

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Image 6:

Media Analysis			
Observation: What do you see?	Purpose: What do you think the purpose of this image is?	What does this image tell you about the genders involved?	Is this an example of gender bias? Explain.

Image 7:

Media Analysis			
Observation: What do you see?	Purpose: What do you think the purpose of this image is?	What does this image tell you about the genders involved?	Is this an example of gender bias? Explain.

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Image 8:

Media Analysis			
Observation: What do you see?	Purpose: What do you think the purpose of this image is?	What does this image tell you about the genders involved?	Is this an example of gender bias? Explain.

Image 9:

Media Analysis			
Observation: What do you see?	Purpose: What do you think the purpose of this image is?	What does this image tell you about the genders involved?	Is this an example of gender bias? Explain.

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Homework:

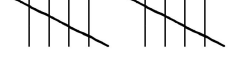
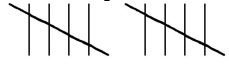
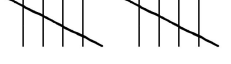
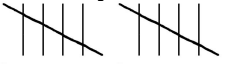
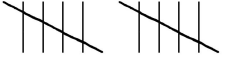
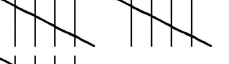
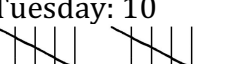


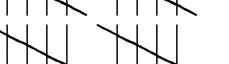
When thinking about gender and the hidden forms of power within them it is important to stay mindful. As such I want you to think about how forms of power, oppression and resistance are at play in your life. The best way for me to do this was to give you an assignment that would keep you mindful.

In order for this to work I need to trust that you will do this every day. It's not hard however it does take your time and attention.

- Over the next week starting on Today and ending on next Monday night I want you to count (honestly) how many times you, your family, your peers, and the media you consume show a form of gender bias.
 - I want you to place tally marks on the chart on the next page.
 - Separate the tally marks by day
 - Be sure to keep things separate, you, your peers, your family, media.
- On Monday you will write a one-paragraph reflection on your tally marks. Your reflection should talk about your thoughts on how often you are faced with gender bias and how often you respond to it. Things you can include:
 - What do the tally marks tell you about your own bias?
 - What do they tell you about your family's bias?
 - What do they tell you about your friend's bias?
 - What do they tell you about media bias?
 - Describe any event or image you found to be interesting and or extremely gender biased.
 - How often did you find that a certain gender is placed in a subservient position?
 - How often did you respond to the gender bias you witnessed?

ANSWER THIS: HOW DO YOU RESIST SOMETHING THAT IS SO MUCH A PART OF OUR CULTURAL PRACTICE?

Gender Bias Recorder			
Personal Gender Bias	Family Gender Bias	Peer Gender Bias	Media Gender Bias
Monday: 10	Monday: 10	Monday: 15	Monday: 20

 Tuesday: 10 	 Tuesday: 20  	 Tuesday: 10 	 Tuesday: 20  
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Gender Bias Recorder

Personal Gender Bias	Family Gender Bias	Peer Gender Bias	Media Gender Bias
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