



**Welcome to the T-TEL
Gender Lunch Hour**

Today we will be playing the Name Game

(How to set up the game)

1. Have the group count off '1-2-1-2' in order to create 2 teams
2. The '1's' are the green team and the '2's' are the yellow team
3. Each person on the green team gets a green post-it note and each person on the yellow team gets a yellow post-it note
4. Everyone has to write their full name on their post-it (first and surname). However, the yellow team has to write with their left hand
5. One person from each team has to collect the notes, run up to the front of the room and post the names in alphabetical order. The green team does it by first name. Yellow team has to do 'backwards' alphabetical order (z, y, x...) and by surname
6. Each person in the green team gets a marker, and everyone on the yellow team has to share 2-3 markers
7. The host also assists the green team with putting the post-its in order
8. Green team obviously wins

Group reflections on the Name Game:

What did you think of the game?

What was unfair about the game?

What disadvantage did the rules lead to?

Unequal treatment of the yellow team led to a great deal of disadvantage

Unequal treatment →	Disadvantage for yellow team
Use of left hand →	Unequal / more difficult task = slower
Fewer markers →	Unequal resources = members have to wait turn
Backwards alphabet →	Unequal / more difficult task = slower
Assistance for green team →	Unequal / preferential treatment = green team faster

The Name Game illustrates how groups are treated unequally in society

- ‘Gender issues’ are about the *unequal treatment* of people (based on their gender)
- Unequal treatment is *not* just related to gender. People can be treated unequally based on race, ethnicity, class (rural/urban)
- A man may experience unequal treatment because of the unequal position of his race compared to another race
- Unequal treatment is a reflection of the unequal positions of groups in society
- These unequal positions are usually based on hugely false assumptions that one group is superior to another

Intentional and explicit forms of unequal treatment:

Social norms	It is socially acceptable to treat people unequally because they are a different gender, race or class.
Individual behaviour	<ol style="list-style-type: none">1. Verbal antagonism: making negative remarks about a person/group because they are a different gender, race or class2. Avoidance: not interacting with a person/group of a different gender, race or class3. Segregation: actively excluding a person/group of a different gender, race or class from participating4. Physical attack: inciting violence against a person of a different gender (domestic violence), race (genocide) or class
Policies and laws	<ol style="list-style-type: none">1. Apartheid in South Africa2. Women not having the right to vote3. The caste system in India

Subtle and unconscious forms of unequal treatment:

Social norms	It is not socially acceptable to treat people unequally; however, subtle forms of unequal treatment persist and are hard to detect.
Individual behaviour	<ol style="list-style-type: none">1. The 'natural' justification: the assumption that a different gender/race/class is naturally different and should be treated differently2. Unconscious assumptions: unconsciously assuming shortcomings of a different gender/race/class3. Different sets of rules: judging the same behaviour in different ways based on gender, race or class4. Unconscious avoidance/exclusion: not making a conscious effort to include others of a different gender, race or class
Policies and laws	A Hiring policy: a policy does not stipulate equal representation of gender or race, but people from a certain gender/race get hired more. This imbalance means that certain issues regarding race/gender become de-prioritised.

'Equal' treatment with unequal outcomes:

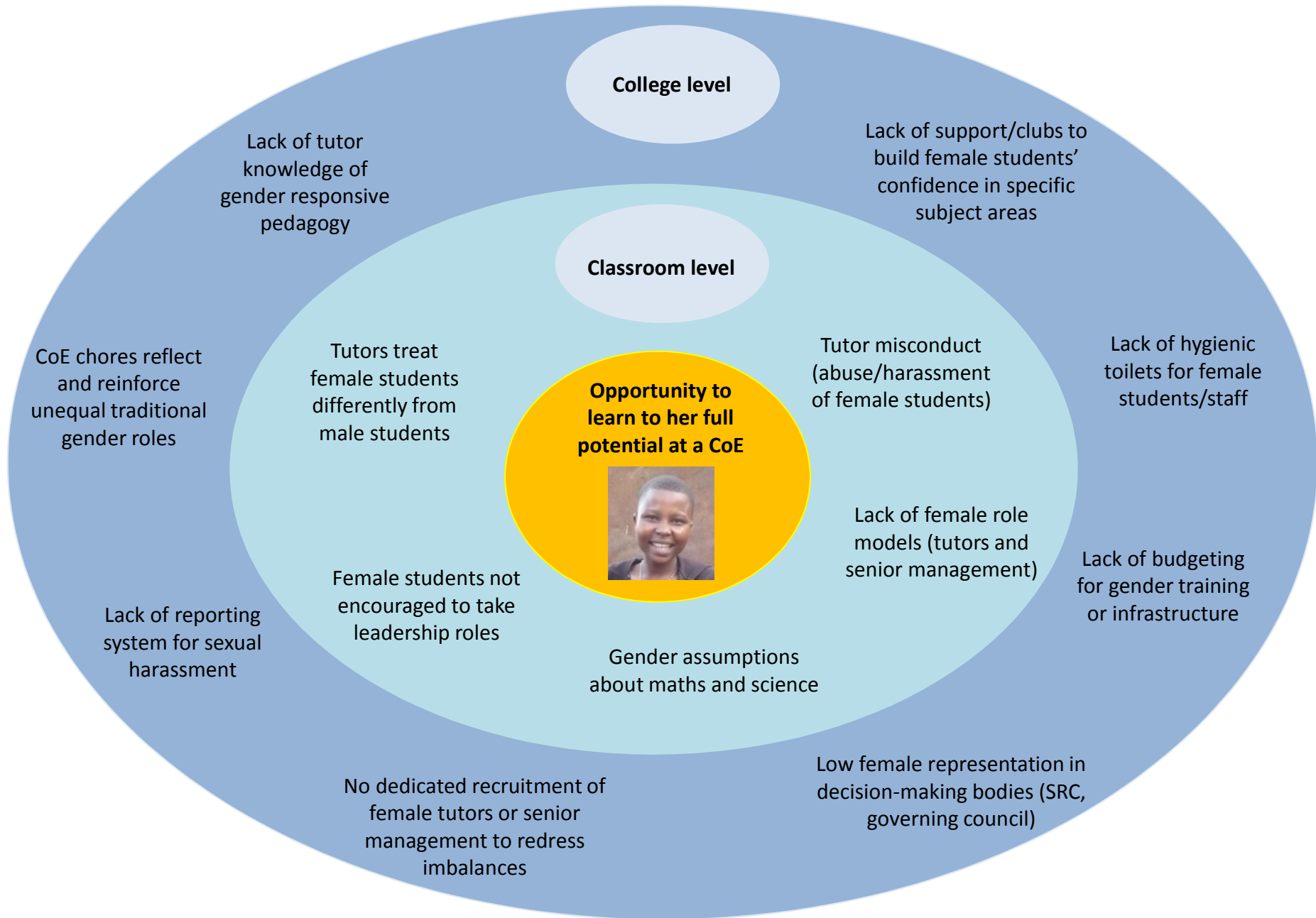
Social norms	Equal treatment is expected, but unequal outcomes still occur because of the persistent unequal positions of groups based on gender, race or class
Individual behaviour	<ol style="list-style-type: none"><li data-bbox="374 491 1734 634">1. 'Equal' access to training: all staff have equal access to a special training course at the weekend, but because of women's unequal childcare duties, they can't attend and are judged to be less committed to their jobs.<li data-bbox="374 691 1727 833">2. 'Equal' infrastructure/facilities: the venue for the training is assumed to provide equal facilities to everyone, but it does not have disability access, making it difficult for those with a physical disability to attend
Policies and laws	<ol style="list-style-type: none"><li data-bbox="374 939 1673 1033">1. A Travel policy: although travelling may be in the job description for all workers, it disadvantages women with unequal childcare duties<li data-bbox="374 1090 1792 1185">2. The absence of a sexual harassment policy: exposes more women (than men) to greater risk of personal and professional harm

Unequal treatment over a lifetime can have serious effects:

- 1. *Limit a person's aspirations and preferences.*** If a girl is constantly made to do unequal chores and is told that is her 'role' in society, she will not think she has the intelligence or ability to have a career as a doctor or engineer.
- 2. *Have knock-on effects on a person's achievement.*** Girls who are overlooked in class will do worse on exams. This has a knock-on effect on girls' entry into secondary school, university and a career.
- 3. *Limit an entire group's achievement and representation.*** If girls limit their aspirations and do poorly in school, there will be fewer qualified women competing for jobs. A lack of representation of women in certain professions then reinforces the message that girls should not aspire to do certain things.

Individual reflection exercise

How are females treated unequally in CoEs?



What can we do about unequal treatment based on gender?

‘Gender Responsiveness’ and gender responsive strategies should:

- 1) Compensate for past gender inequality
- 2) Stop unequal treatment that is currently happening
- 3) Ensure equal outcomes in the future

How to address unequal treatment in CoEs



Thank you!!