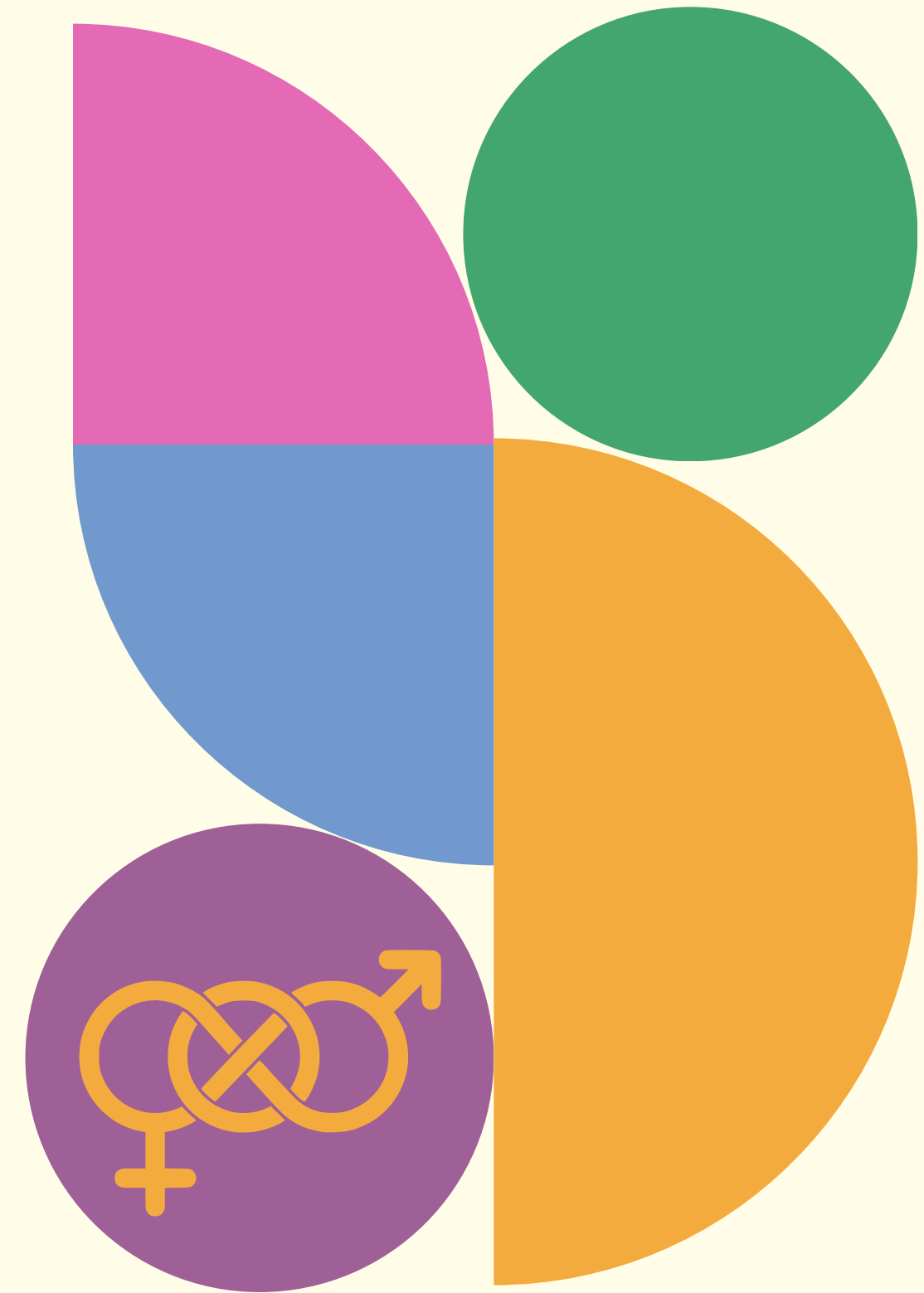




Promoting Awareness on Sex, Gender Identity and Gender Expression in Higher Education – Results of the evaluated Training

JoinMe2 Conference
Izmir, 15.06.2023

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Dr. Anna Nobili, University of Derby, United Kingdom



Learning Outcomes of the module

- Awareness
 - Terminology & language
 - Stereotypes
 - Unconscious bias
- Discrimination and privileges
- Strategies for educational context



Riddle

**Who is the
specialist?**

Riddle



A father and his son are driving together and have a bad car accident.

Who is the specialist?

Riddle

Who is the specialist?



A father and his son are driving together and have a bad car accident.



The father is killed immediately. The son is driven to the hospital with and immediately taken to the surgery room.

Riddle

Who is the specialist?



A father and his son are driving together and have a bad car accident.



The father is killed immediately. The son is driven to the hospital with and immediately taken to the surgery room.



The doctor takes a quick look at him and says that a specialist should be consulted.

Riddle

Who is the specialist?



A father and his son are driving together and have a bad car accident.



The father is killed immediately. The son is driven to the hospital with and immediately taken to the surgery room.



The doctor takes a quick look at him and says that a specialist should be consulted.



The specialist comes in, sees the young man on the operating table and says: "I can't operate on him, he's my son."

Riddle

Who is the specialist?



How is that possible?



A father and his son are driving together and have a bad car accident.



The father is killed immediately. The son is driven to the hospital with and immediately taken to the surgery room.



The doctor takes a quick look at him and says that a specialist should be consulted.



The specialist comes in, sees the young man on the operating table and says: "I can't operate on him, he's my son."



Sexism

Heteronormativity

This is
impossible?

The specialist must be
the father, then!



Sexism

Not Heteronormativity

The specialist
must be the
second father,
then!



Not Sexism

Heteronormativity

The specialist
must be the
mother, then!

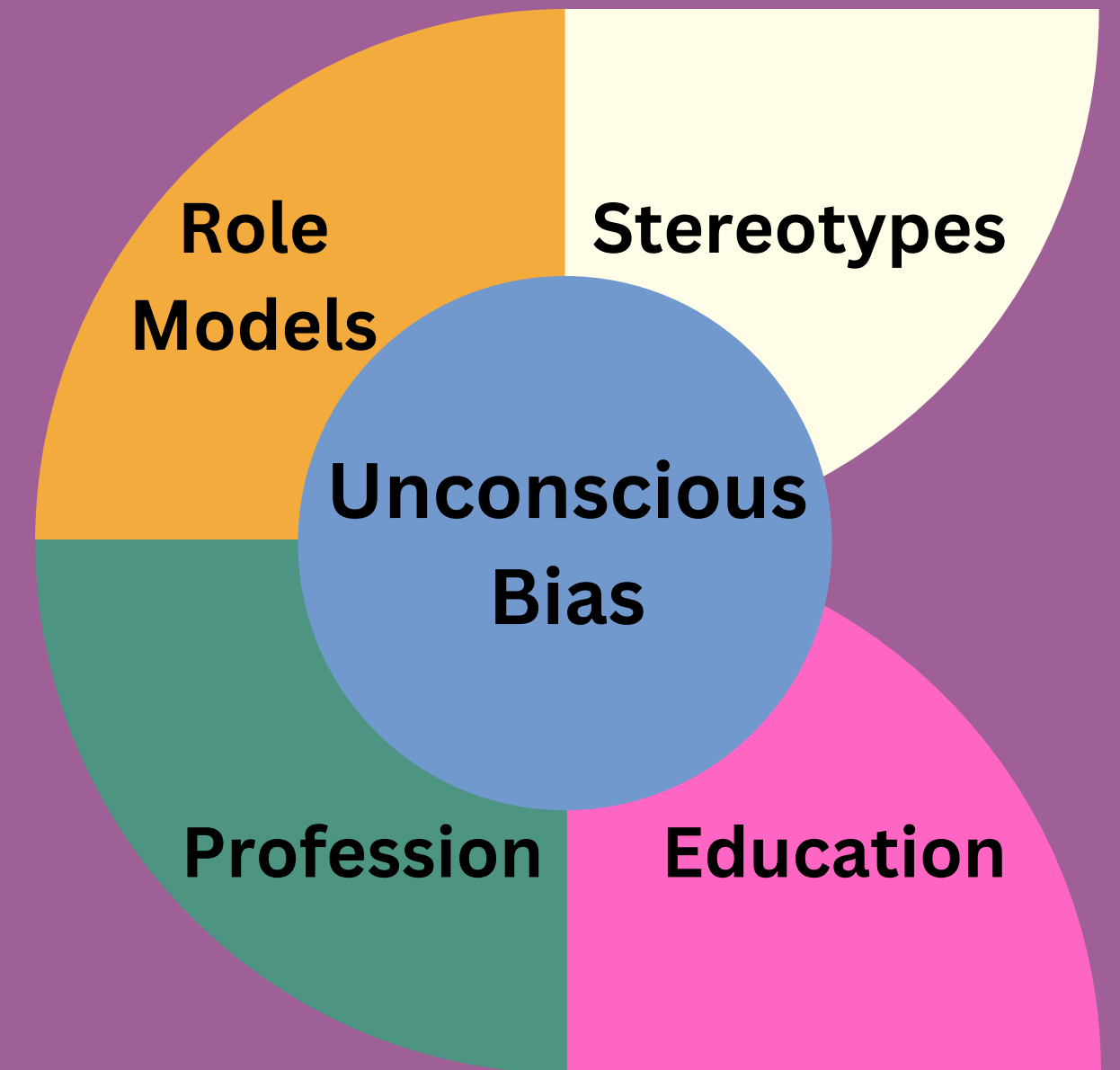
Binary Gender Stereotypes

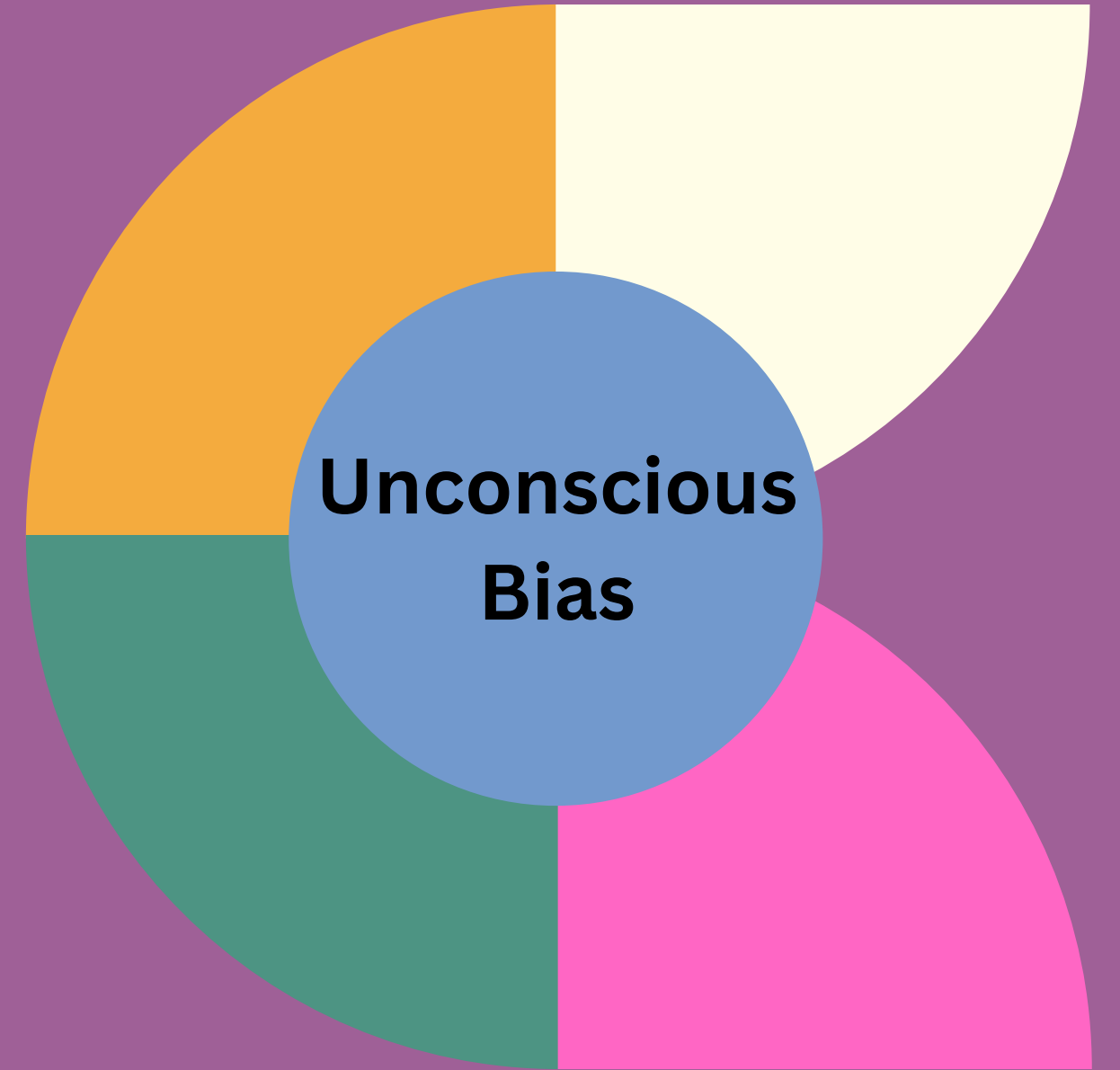


UN WOMEN

**“
Masculine and
feminine roles are not
biologically fixed, but
socially constructed.
”**

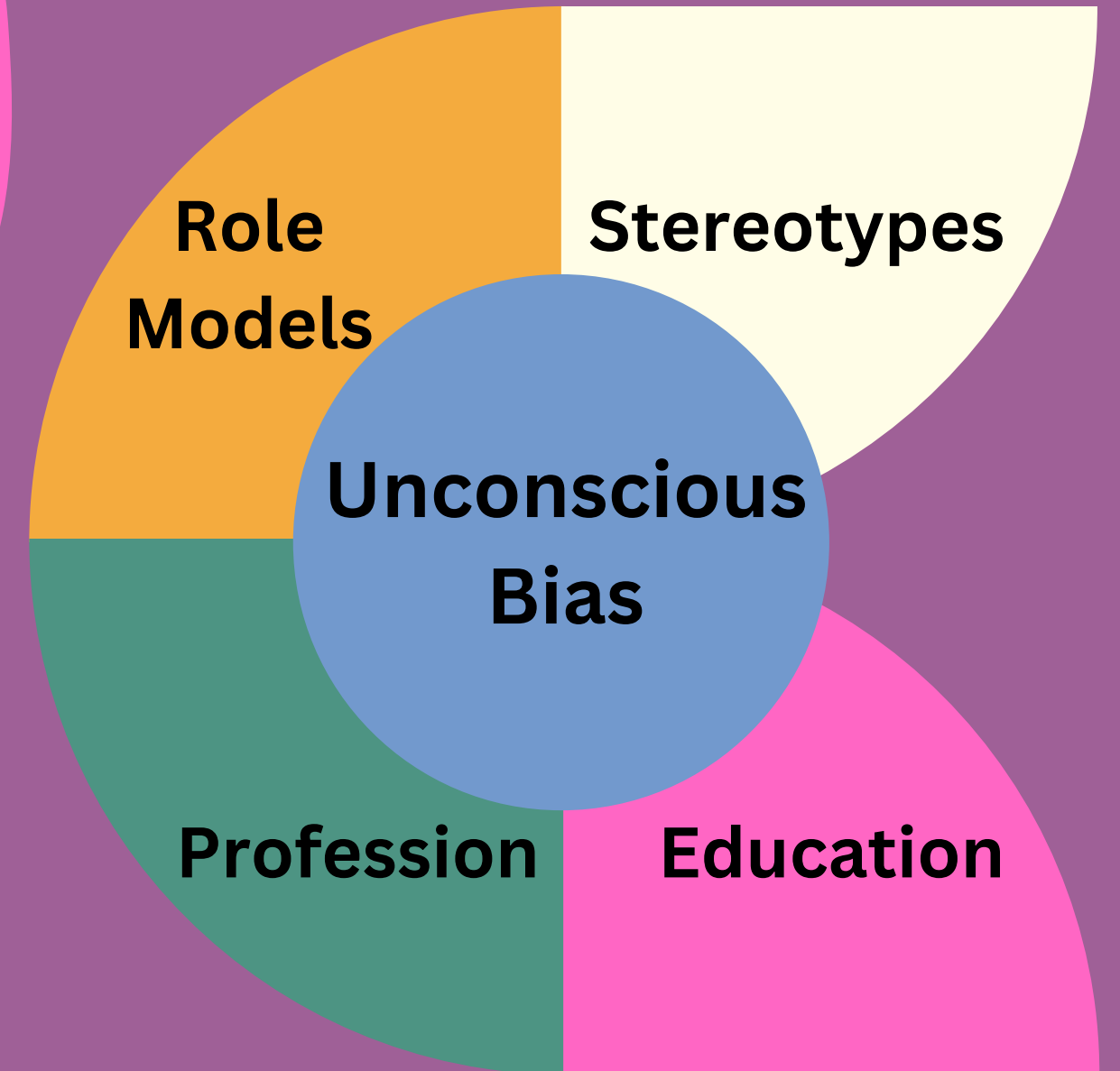
- Judith Butler

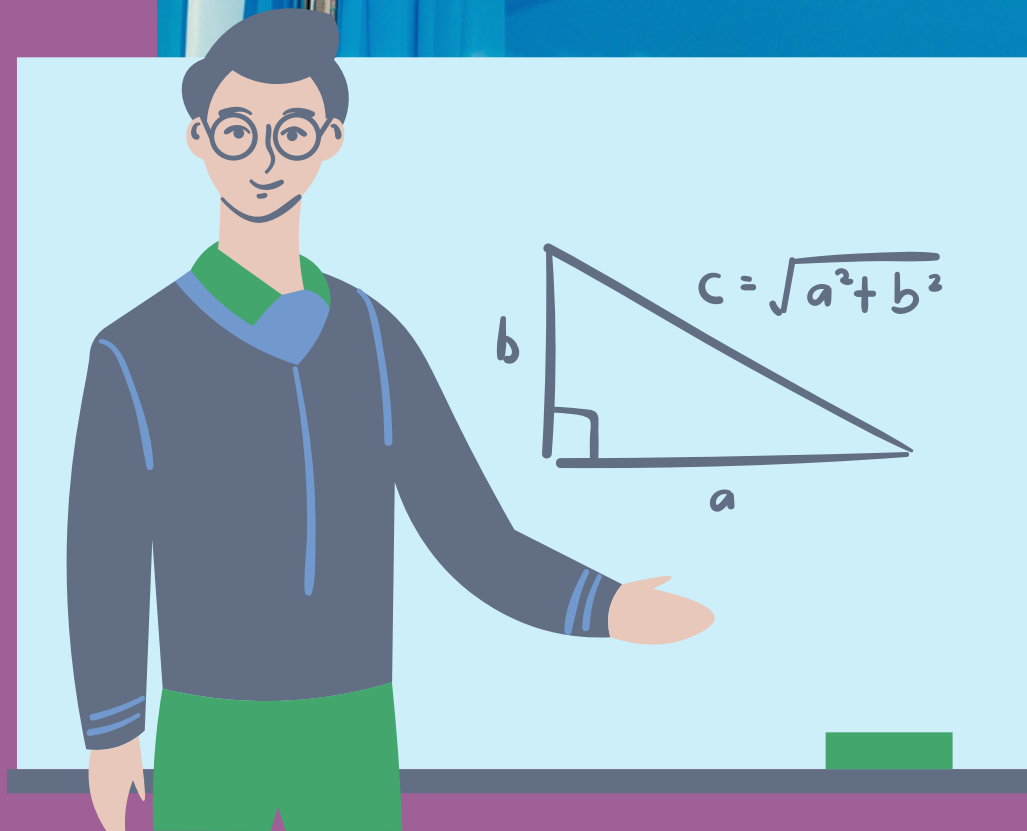
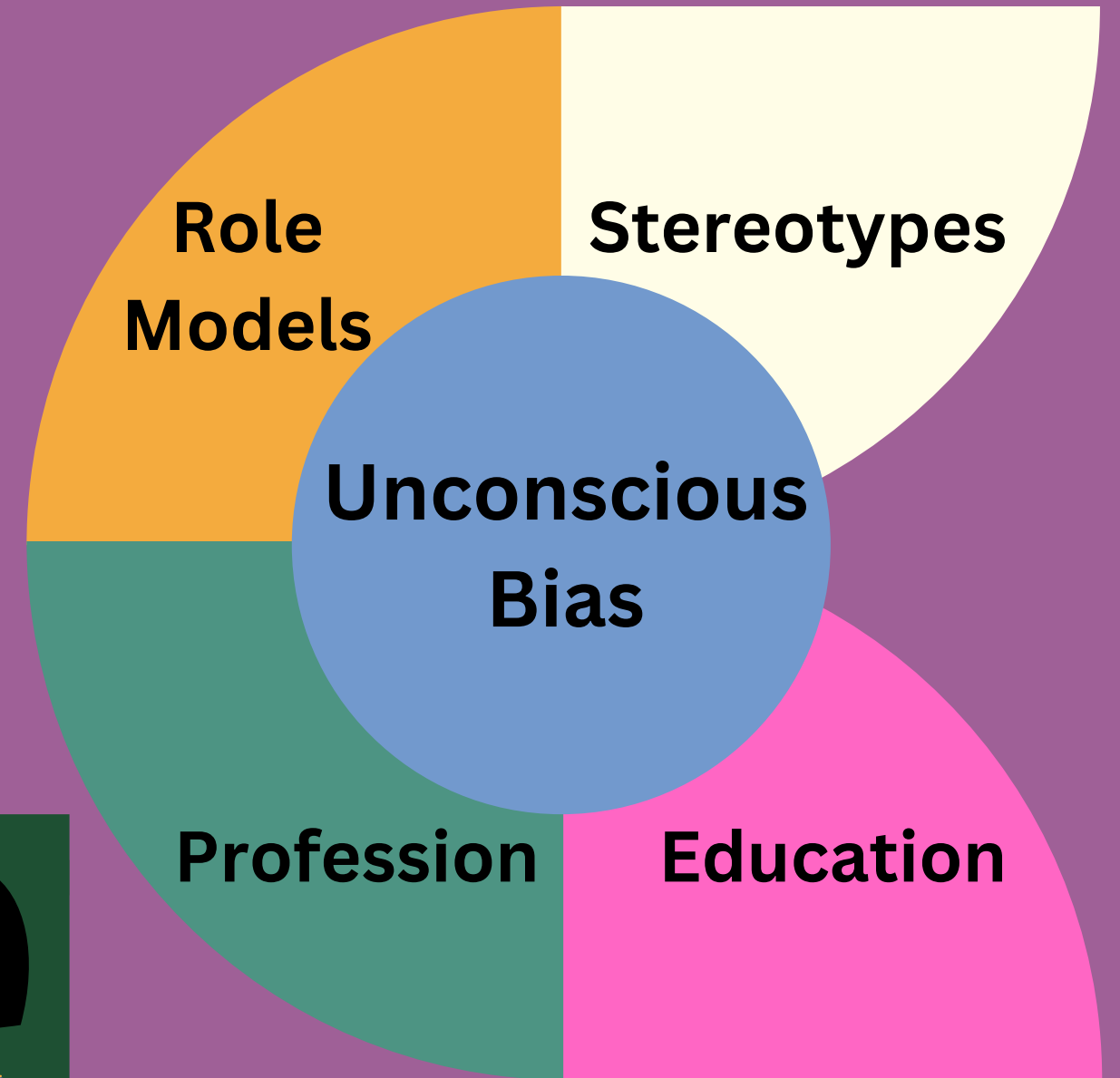




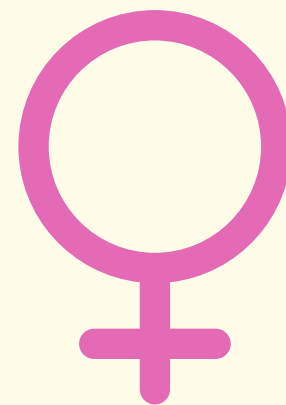
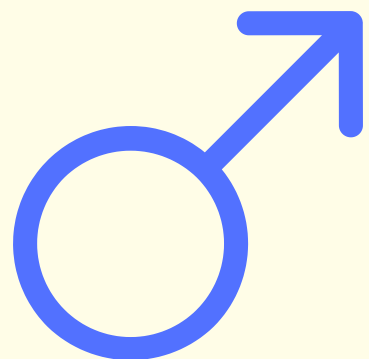
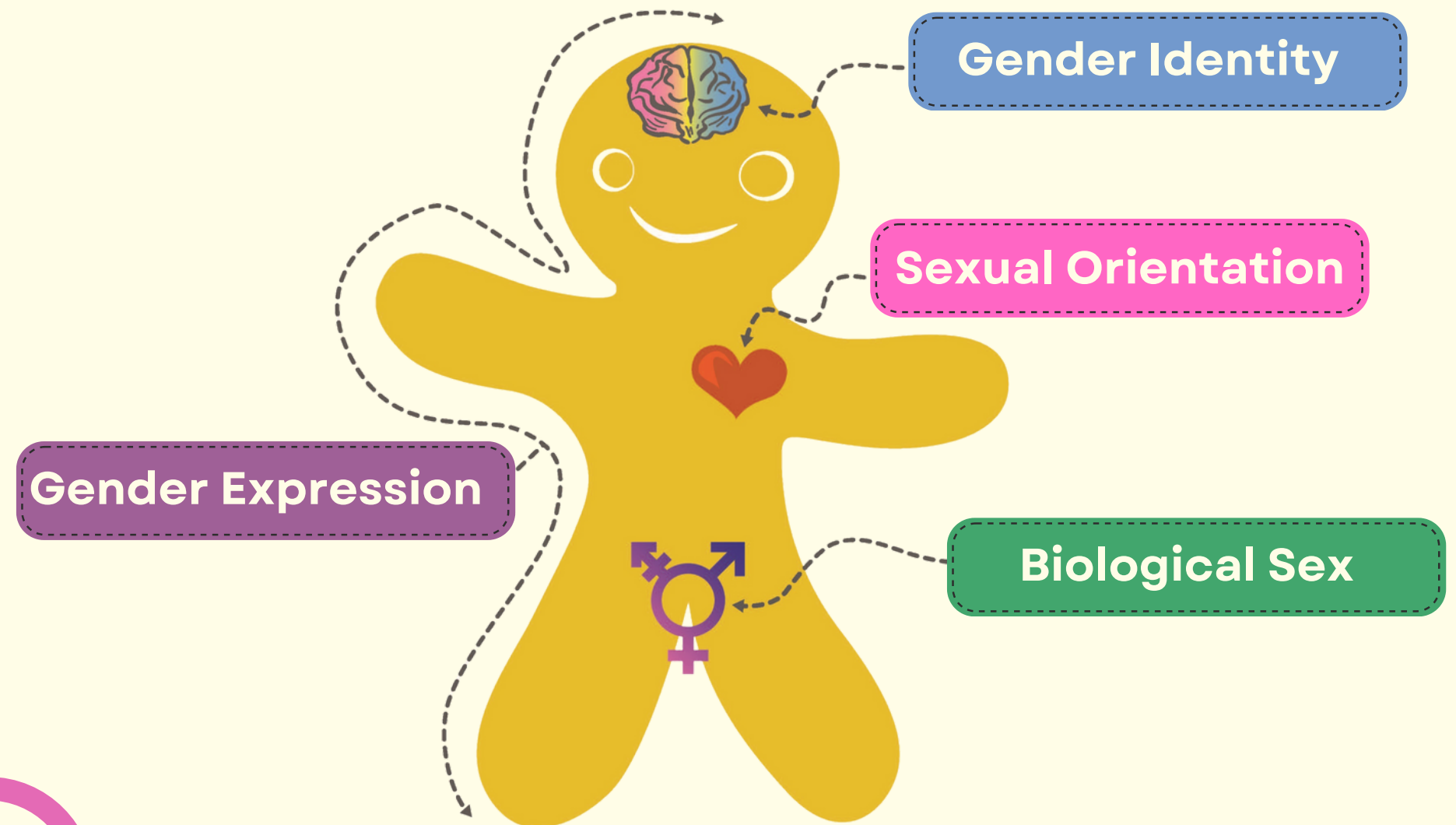
„How exactly he’s examining the doll – He’ll surely become a doctor one day!“

„Cute! She is a real doll-mom! She’s so caring!“





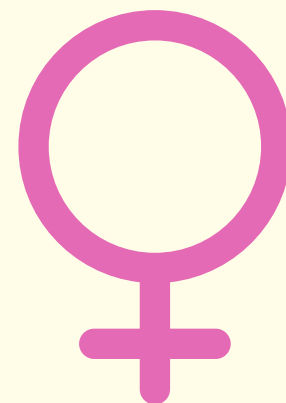
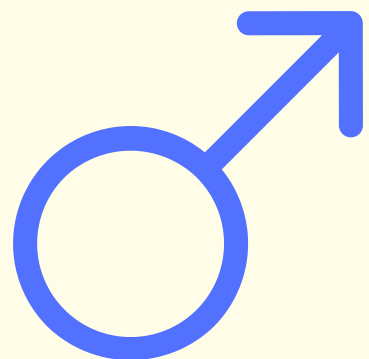
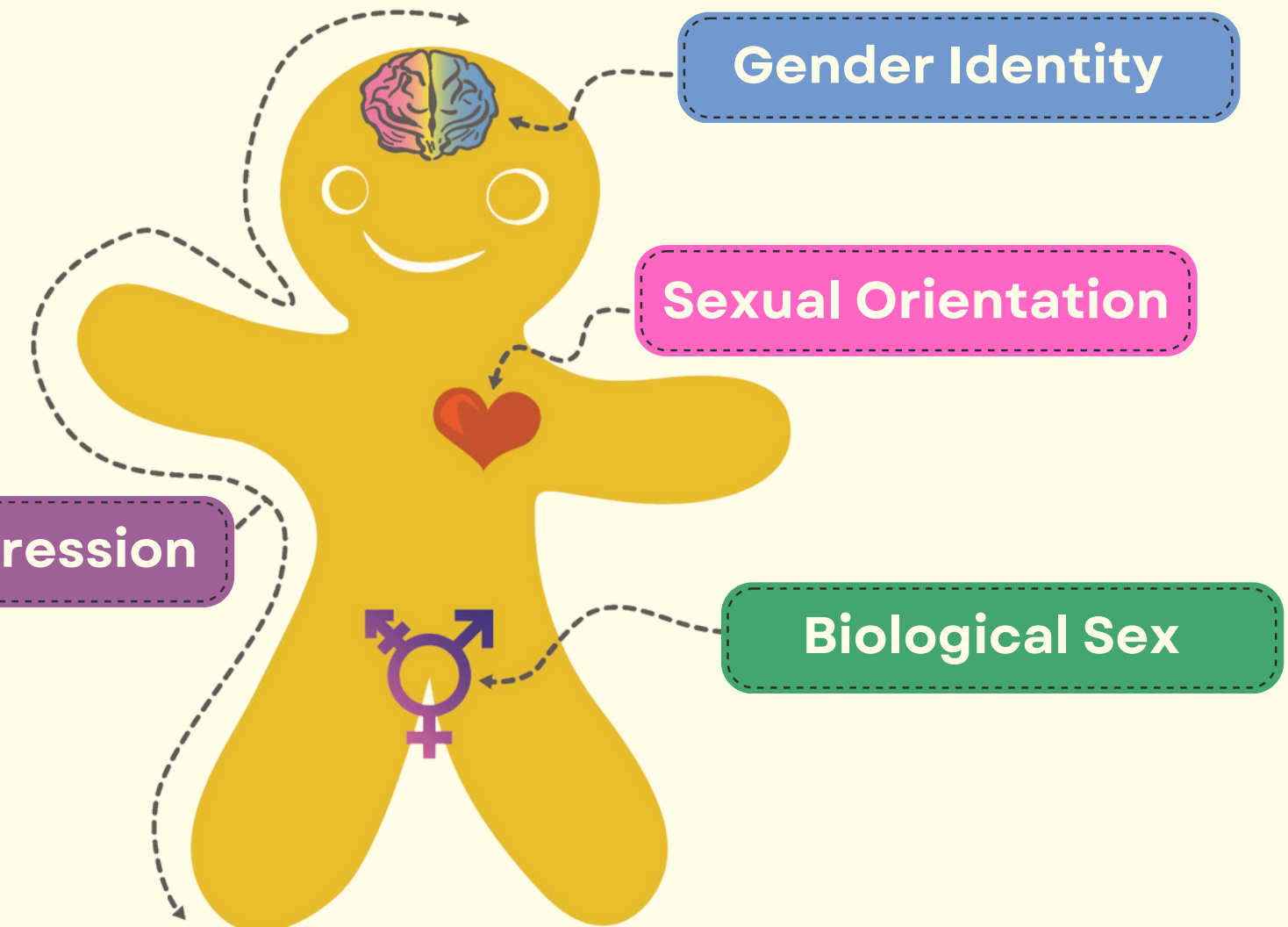
Binary thinking



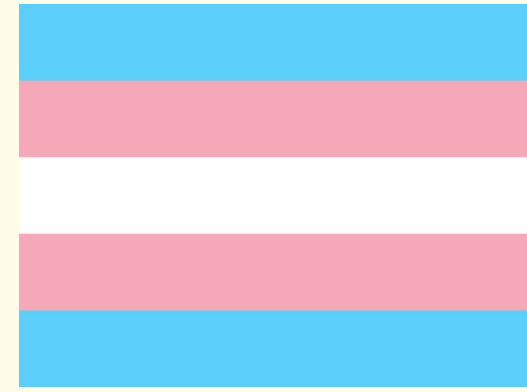
Cisgender (cis)



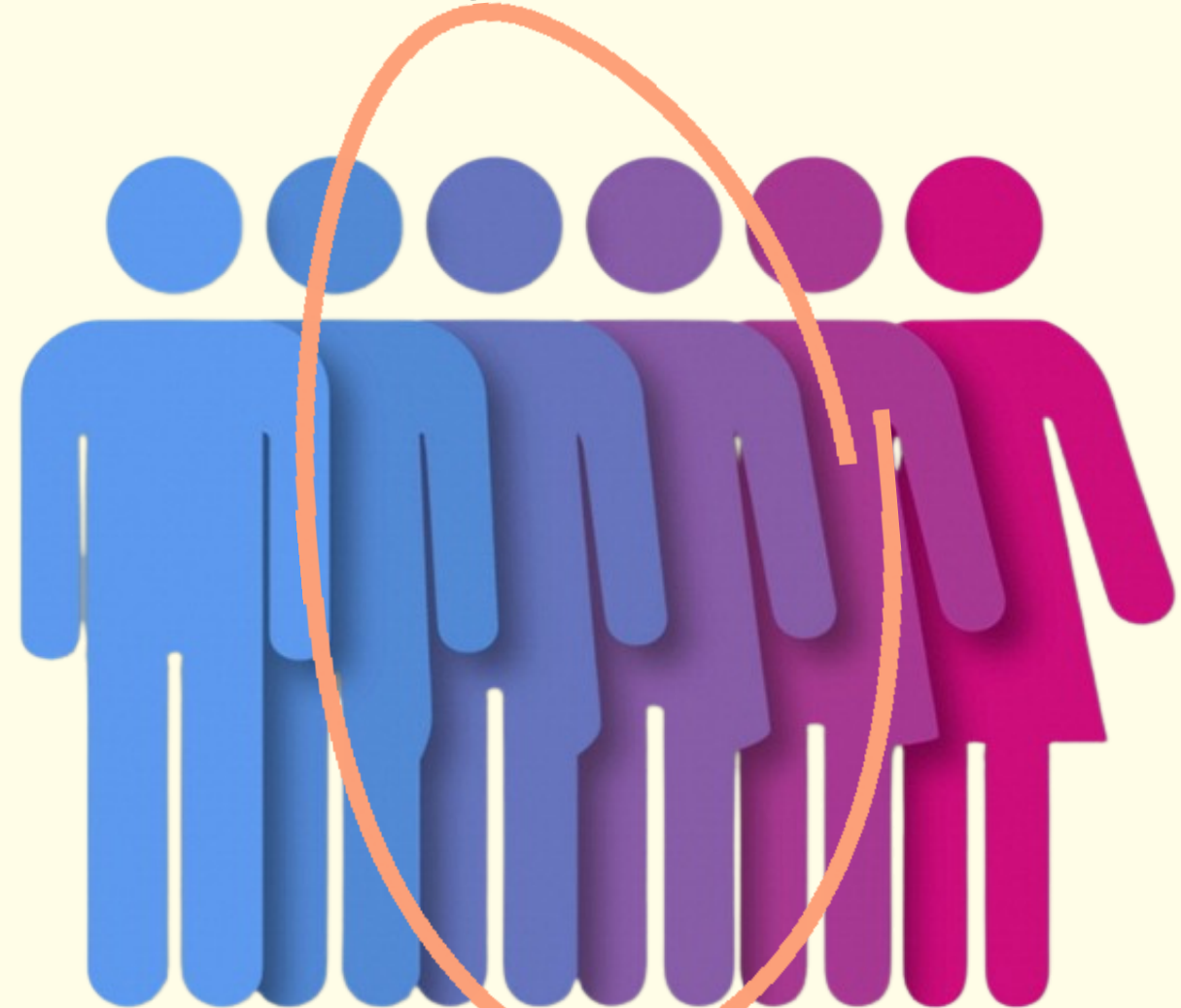
Identification with gender assigned at birth and sexual characteristics



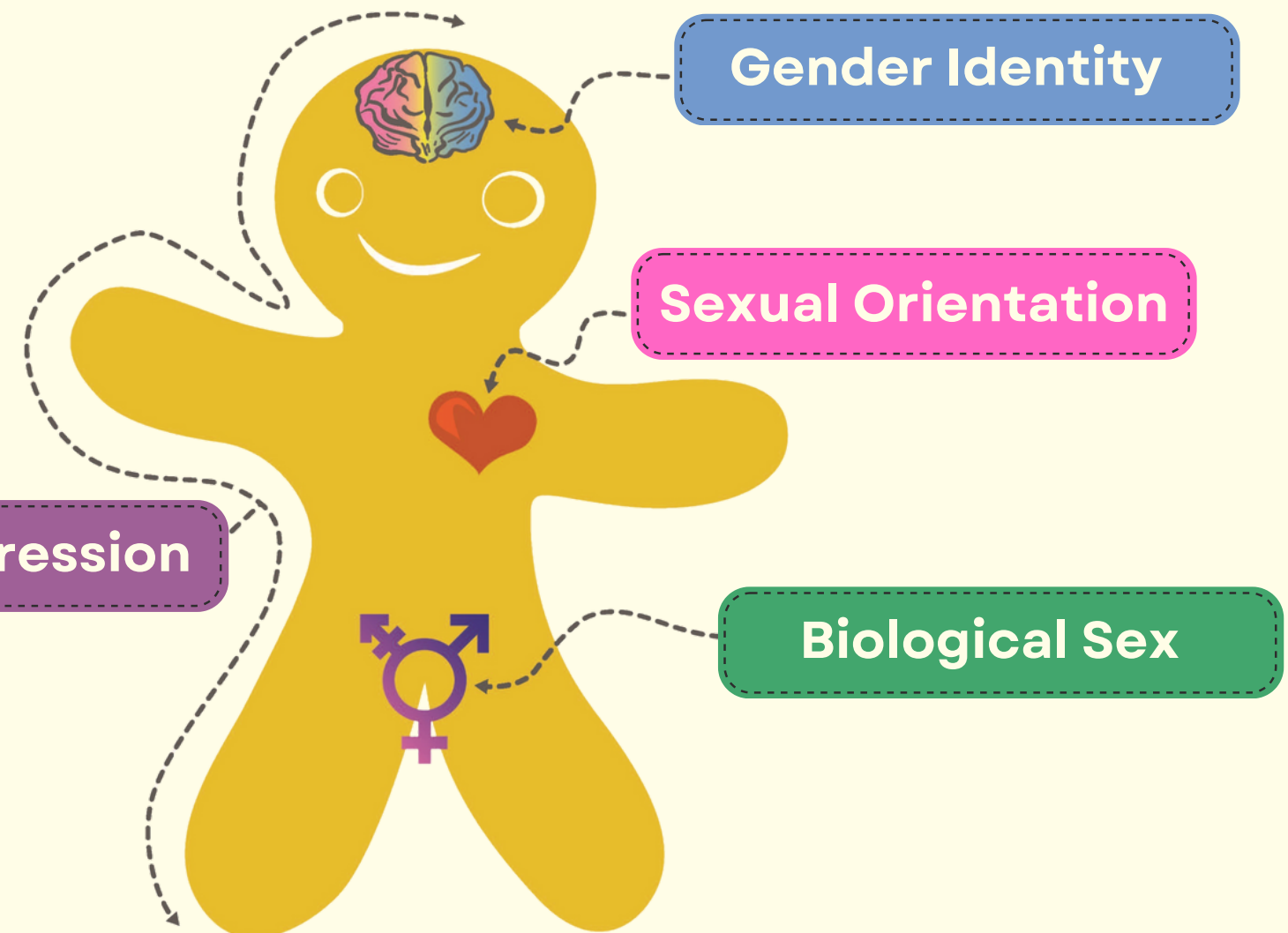
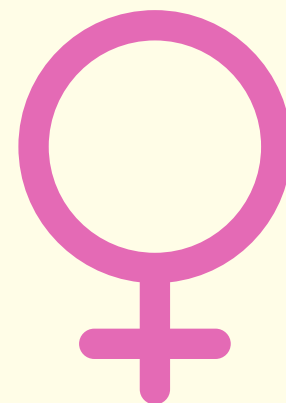
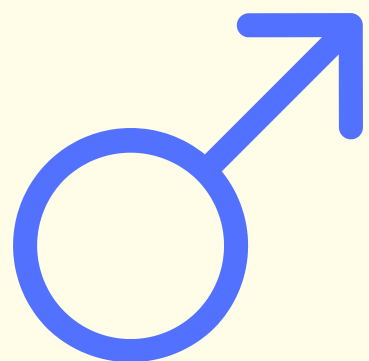
Transgender (trans)



Gender identity does not correspond to sex assigned at birth



non-binary



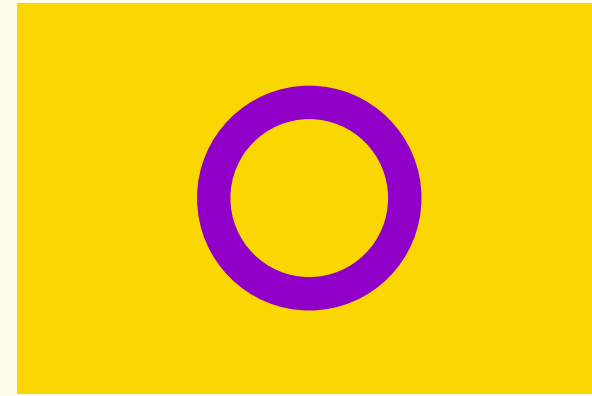
Gender Identity

Sexual Orientation

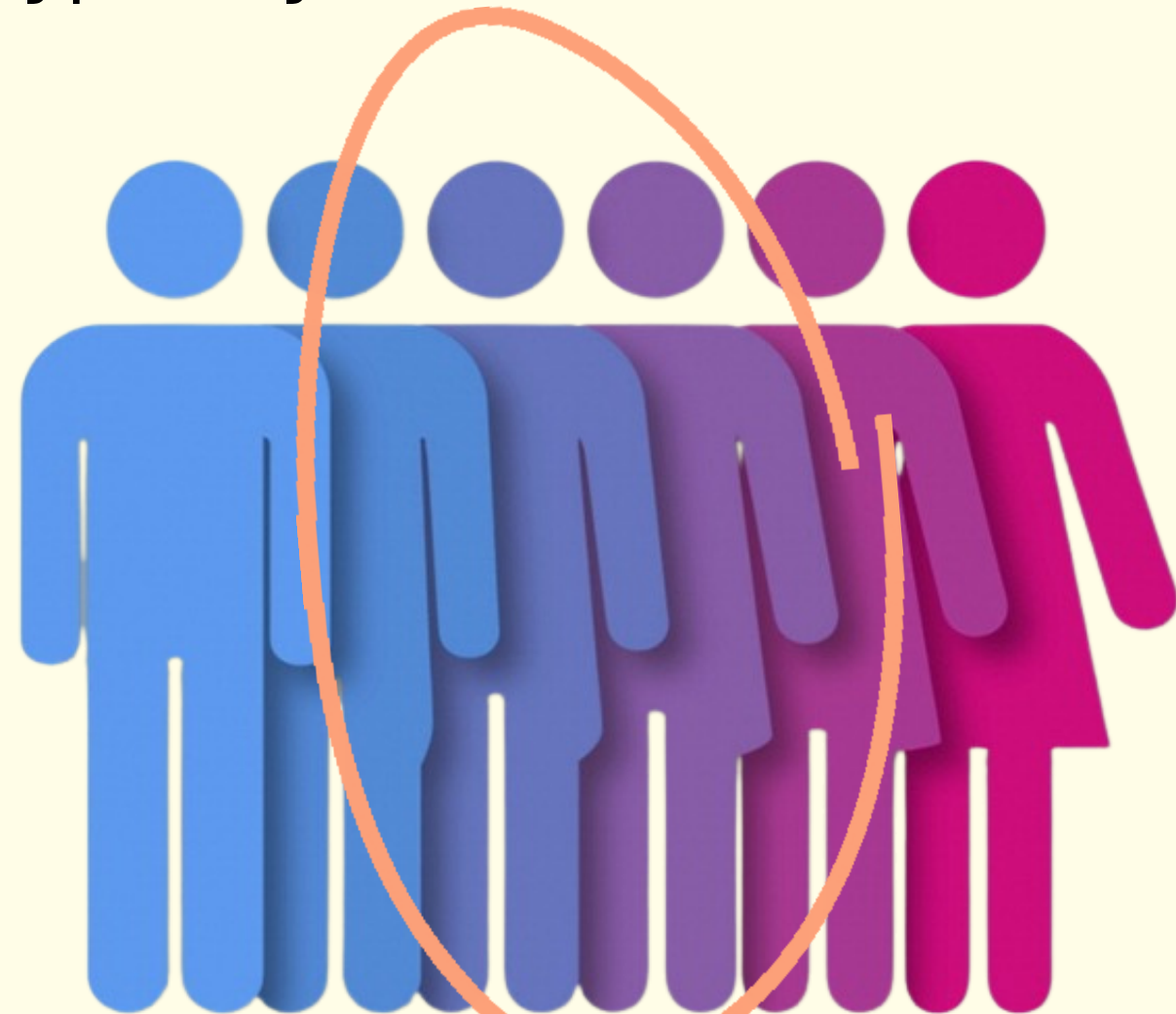
Gender Expression

Biological Sex

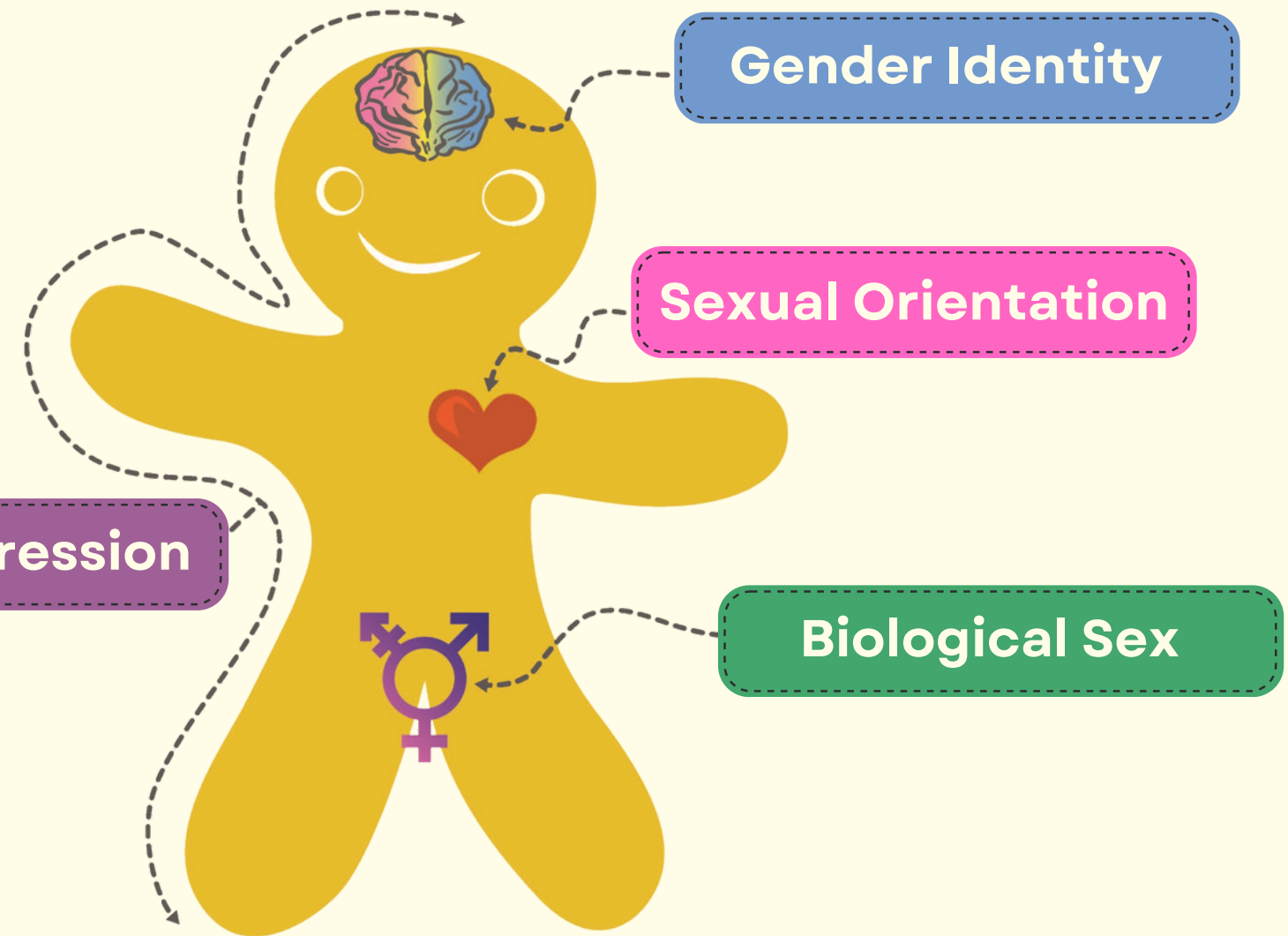
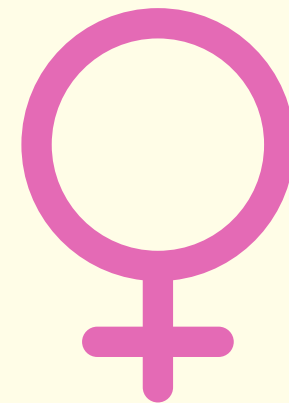
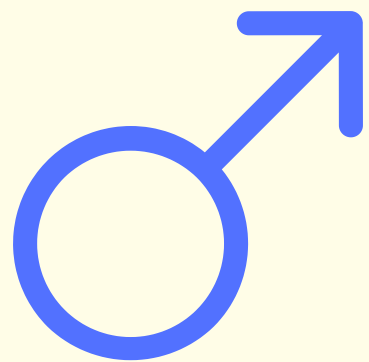
Intersex



Born with sexual and/or reproductive anatomy that is not typically 'male' or 'female'



intersex



Gender Identity

Sexual Orientation

Gender Expression

Biological Sex

Discrimination and Privileges

Have you ever
been
misgendered?

Have you ever
experienced
discrimination
because of your
sex, gender
identity or
gender
expression?

Have you ever
experienced
uncertainty when
going to the
toilet?

HAVE YOU EVER BEEN MISGENDERED?



If you don't have to
think about it,
it's a privilege.

What can you do differently in your teaching practice?

Introduce your own pronouns and chosen name, and ask your students to do the same



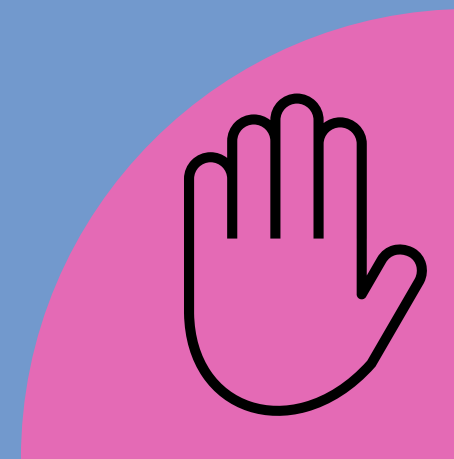
Do not assume students' pronouns nor gender identity



Use gender-neutral terminology and language where possible



When you witness misgendering and gender-related bullying, interrupt it and report it



HAVE YOU EVER EXPERIENCED DISCRIMINATION BECAUSE OF YOUR SEX, GENDER IDENTITY AND/OR EXPRESSION?



If you don't have to
think about it,
it's a privilege.



What can you do differently in your teaching practice?

Implement theories, books and stats developed by people belonging to different sexes and gender identities



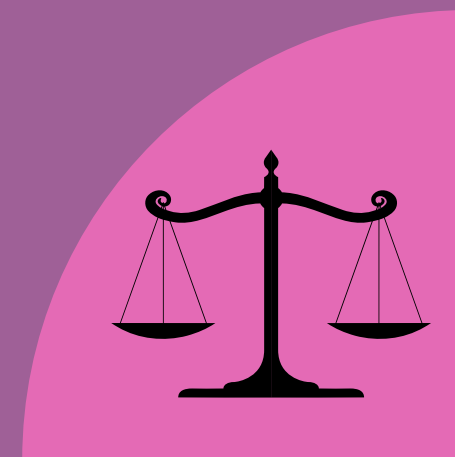
Try to adopt more gender-neutral terminology by using e.g. gender neutral pronouns



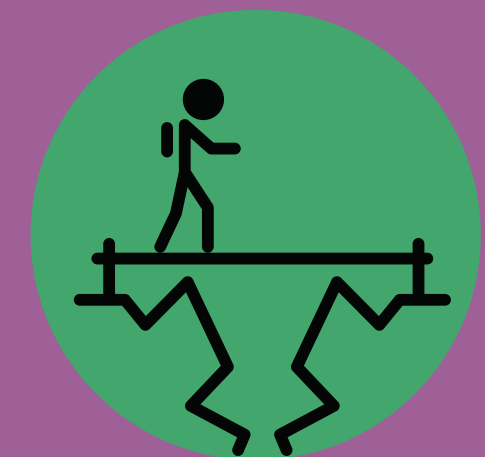
Try to avoid labelling your students on the basis of their gender



Talk to and treat all people in the same manner



Don't just correct stereotyped beliefs, but also try to challenge them



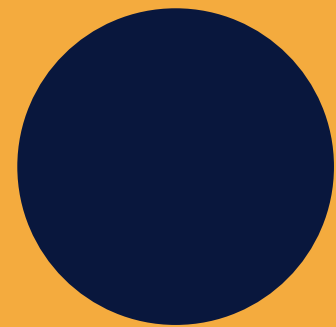
HAVE YOU EVER EXPERIENCED UNCERTAINTY WHEN GOING TO THE TOILET?



If you don't have to
think about it,
it's a privilege.



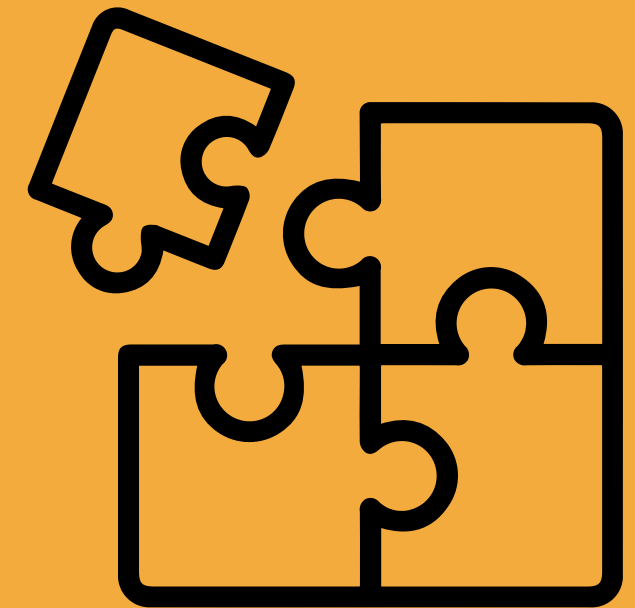
What can you do?



Recognise

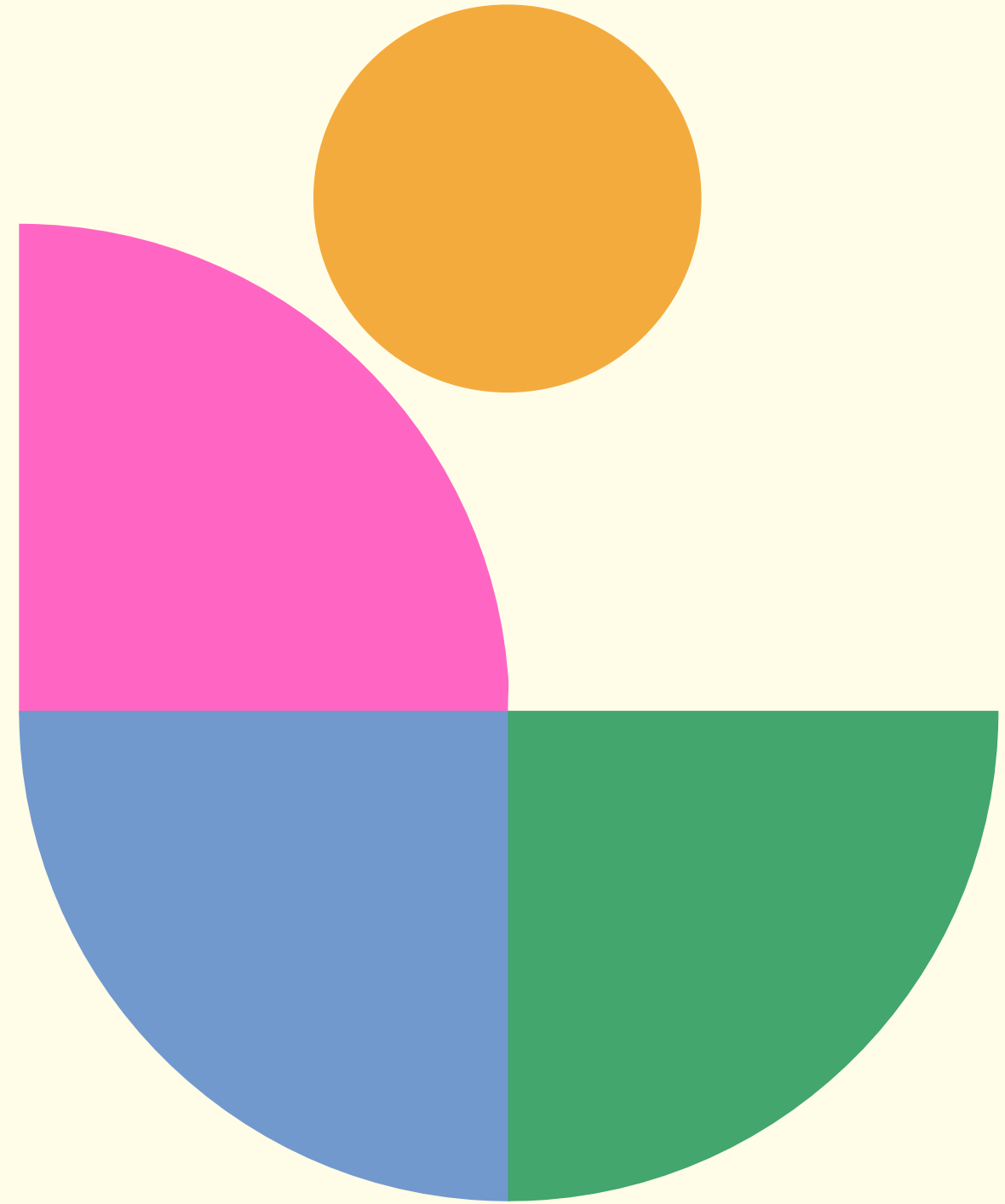


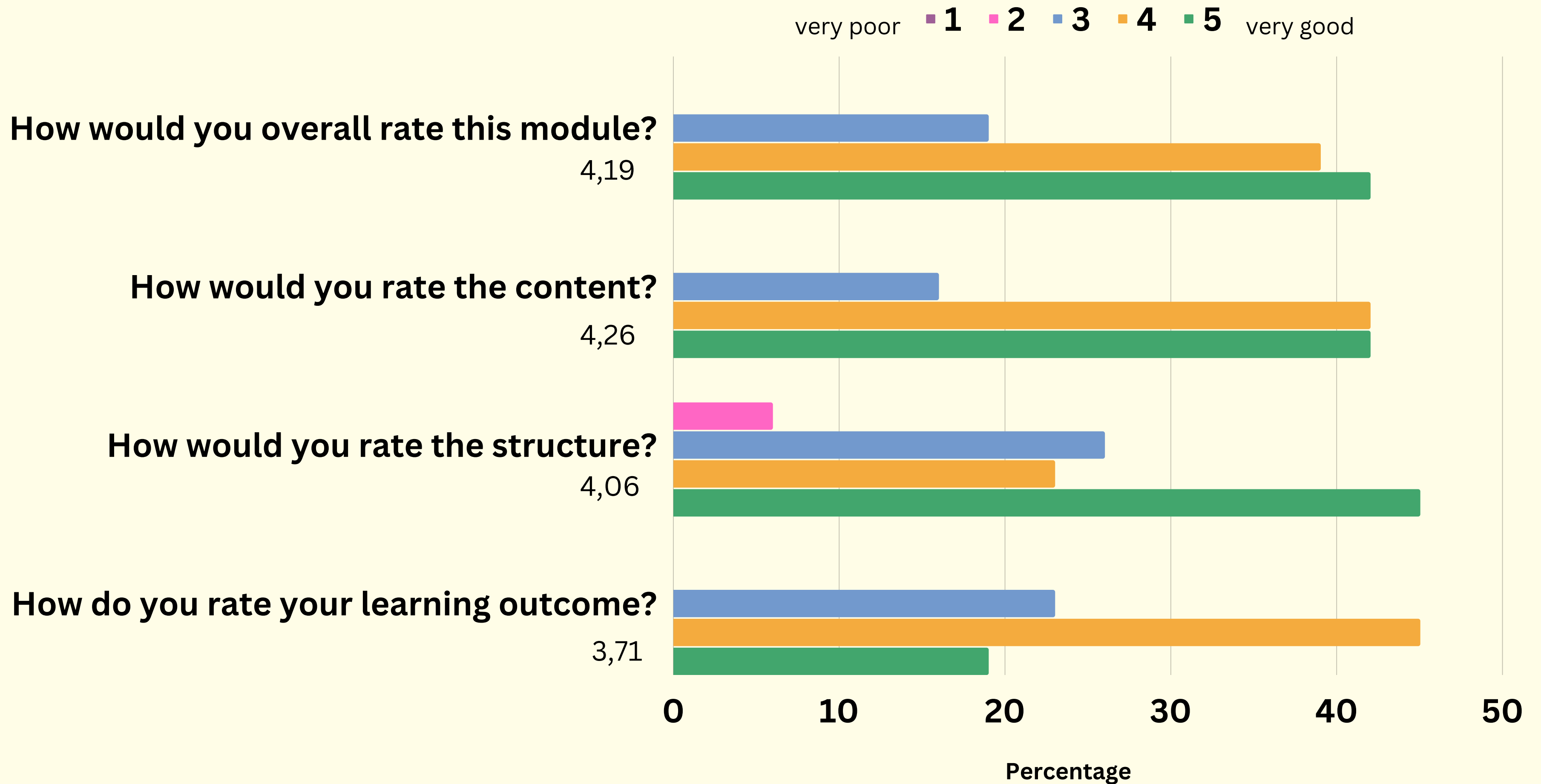
Ask carefully



Solution

Results

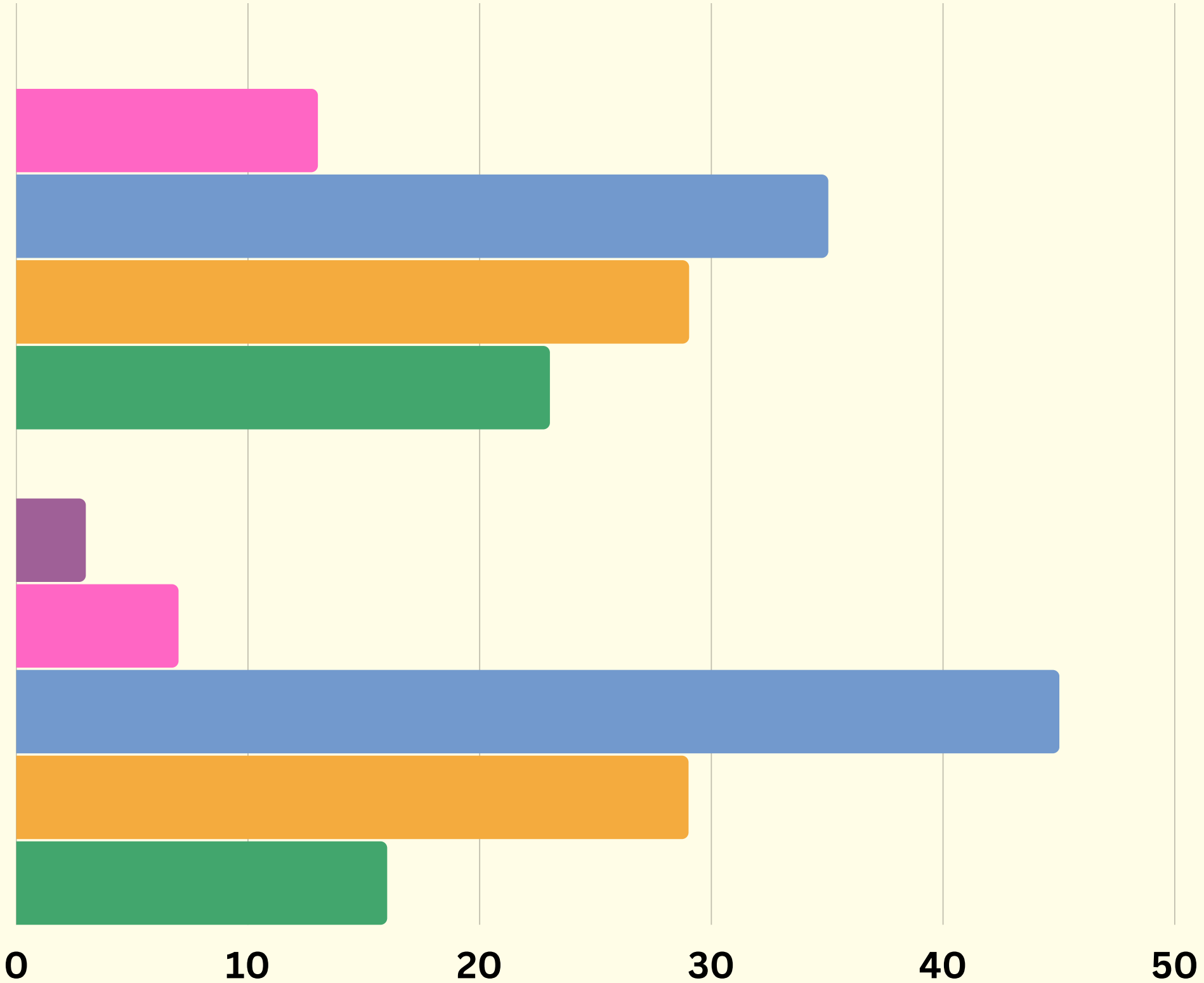




I strongly disagree 1 2 3 4 5 I strongly agree

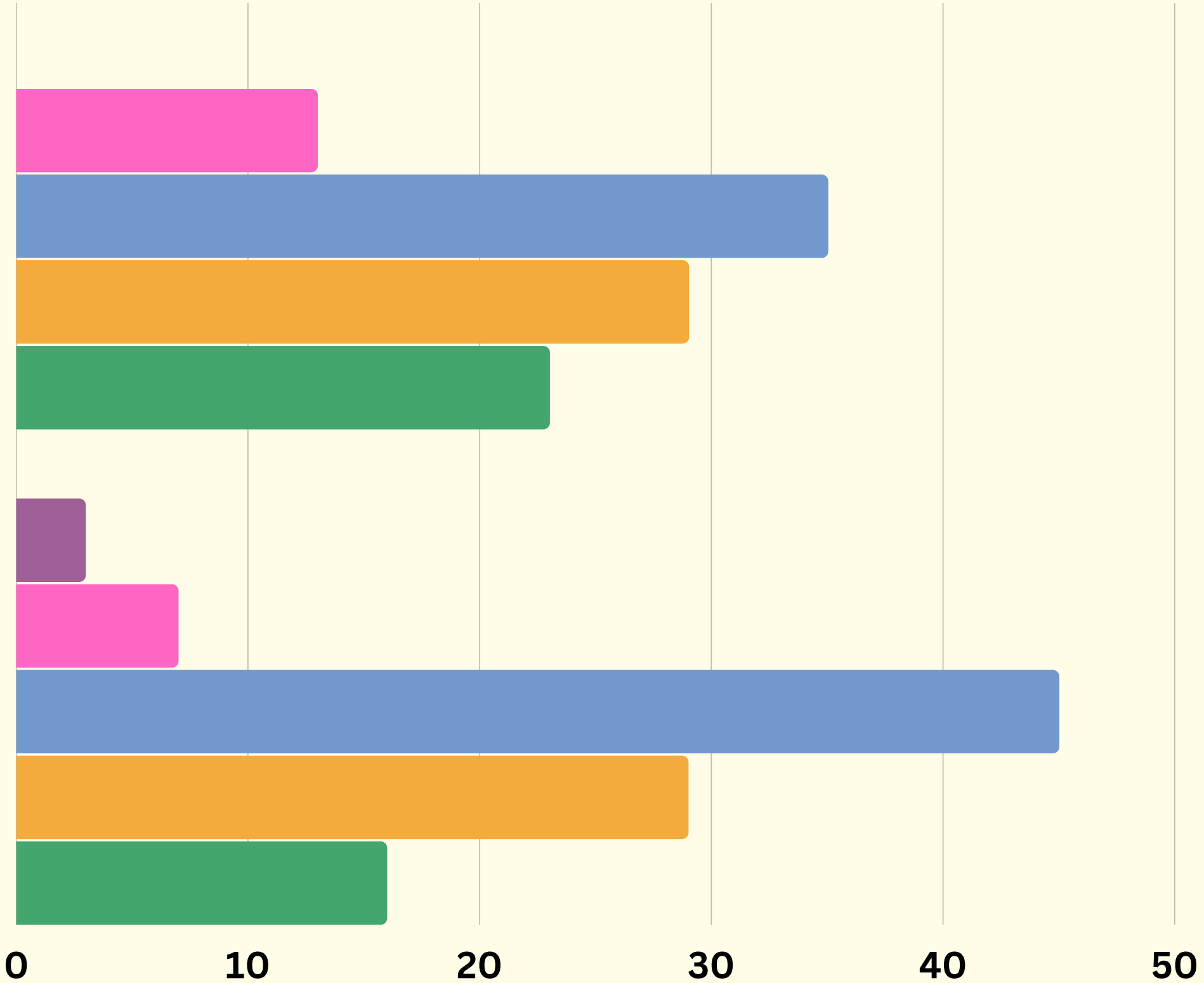
I have increased my knowledge about sex, gender identity and gender expression

3,61

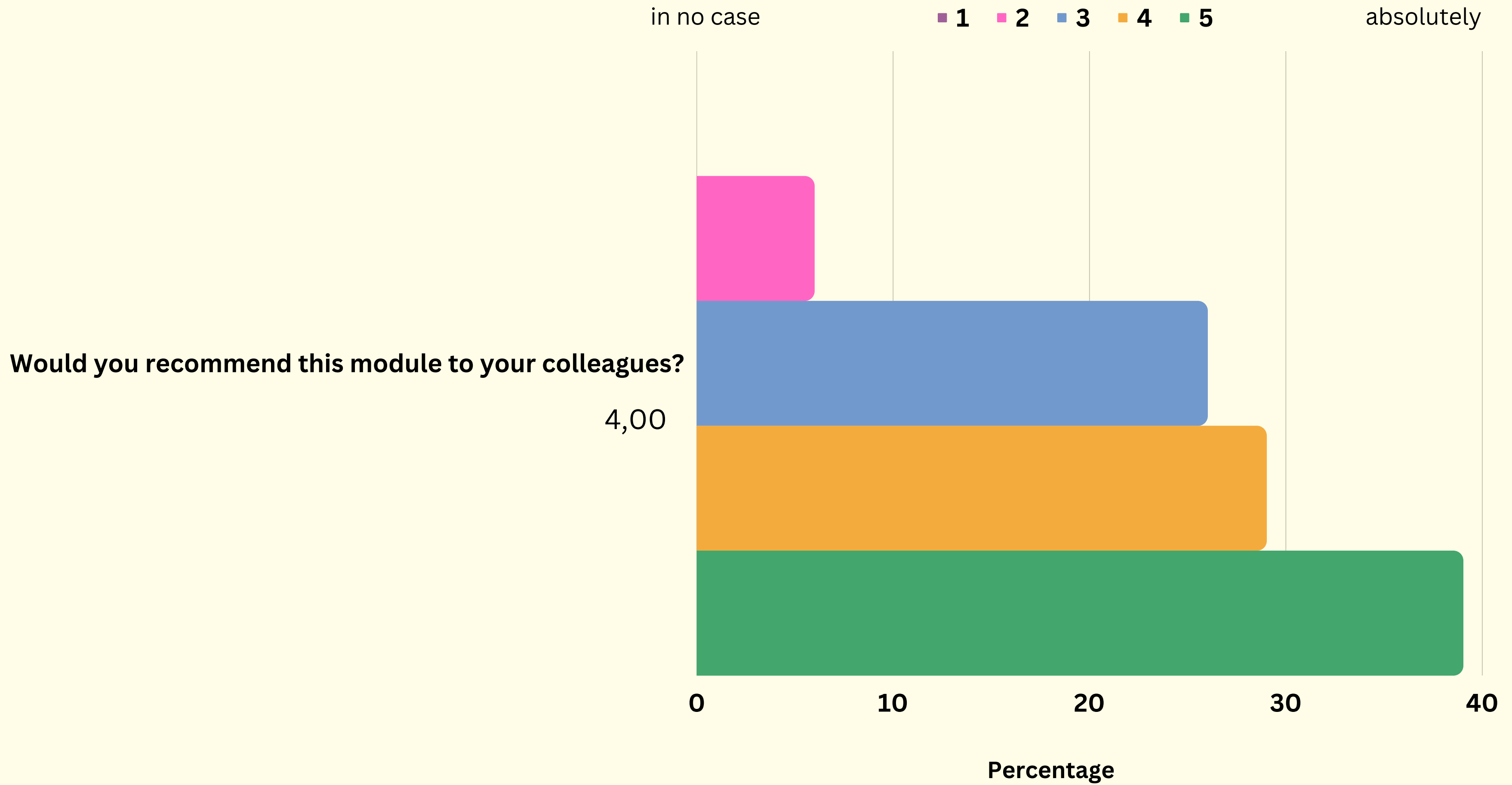


After the training, I feel more confident to reduce barriers and discriminations related to sex, gender identity and gender expression

3,48

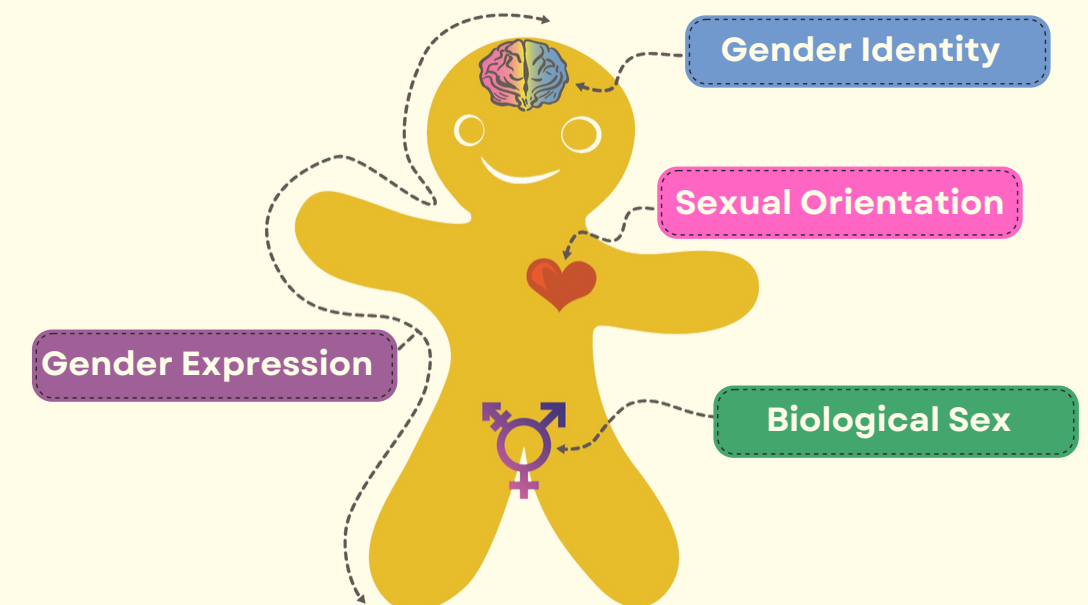


Percentage



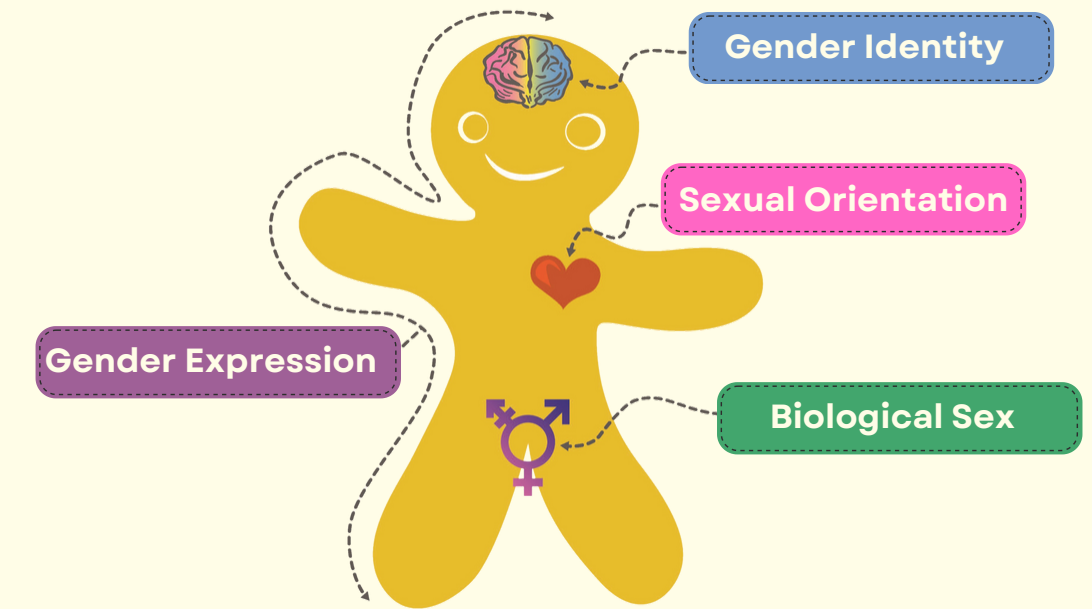
Reasons against recommendation

- missing details on how to address non-binary people
- technical implementations like additional resources that are not clickable
- Repetitions (e.g. Genderbread Person like in the module on sexual orientation)



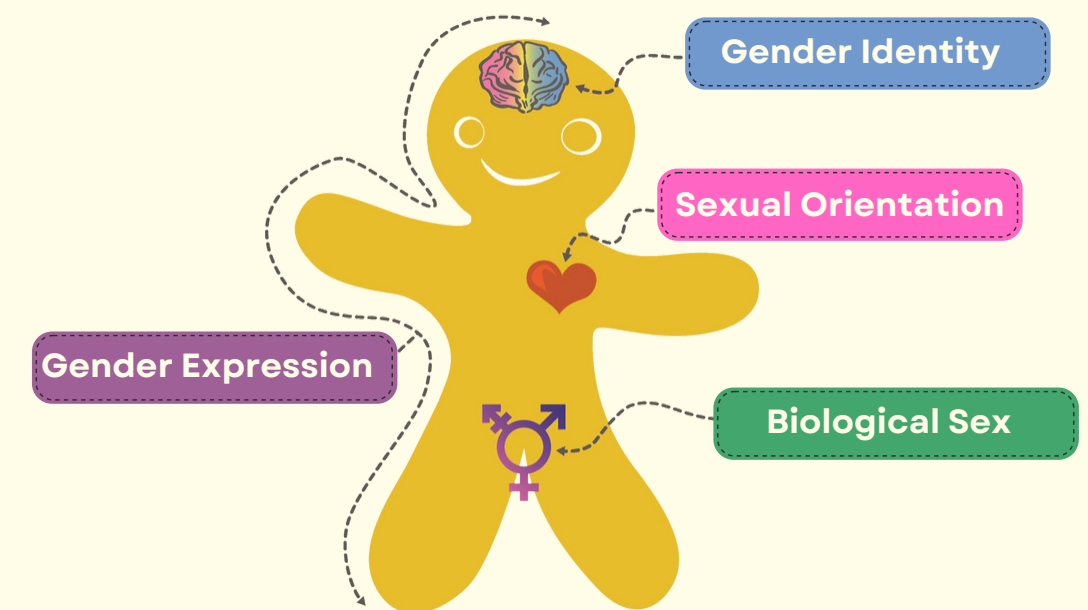
Main Reasons for recommendation

- link to the module on sexual orientation/ complements very well to the module on sexual orientation
- good overview and first introduction
- awareness raising and helpful to reduce barriers and discriminations/encourages questioning normality
- practical for educational contexts
- structure and design
- further materials and resources



Further comments and suggestions

- more practical examples expected, less theoretical input
- good overview and first introduction
- awareness raising and helpful to reduce barriers and discriminations/encourages questioning normality
- further materials and resources
- structure and design
- link to the module on sexual orientation/ complements very well to the module on sexual orientation



Summary

- overall feedback is very good and helpful
- module is very useful for a first introduction, but for some it is too basic
- little revisions needed
 - additional links and sources should be clickable or downloadable on the website
 - some parts of the voiceover
 - additional sources on how to address non-binary people in different languages



Thank you for listening!



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Videos #1

How to talk (and listen) to transgender people

https://www.ted.com/talks/jackson_bird_how_to_talk_and_listen_to_transgender_people

The story of a parent's transition and a son's redemption

https://www.ted.com/talks/paula_stone_williams_and_jonathan_williams_the_story_of_a_parent_s_transition_and_a_son_s_redemption

What my gender transition taught me about womanhood

https://www.ted.com/talks/paula_stone_williams_what_my_gender_transition_taught_me_about_womanhood

The trans story includes you

https://www.ted.com/talks/nicole_maines_the_trans_story_includes_you

How I'm bringing queer pride to my rural village – Brown, African, queer and worthy of space

https://www.ted.com/talks/katlego_kolanyane_kesupile_how_i_m_bringing_queer_pride_to_my_rural_village?referrer=playlist-on_coming_out

I've lived as a man and as a woman – here's what I've learned

https://www.ted.com/talks/paula_stone_williams_i_ve_lived_as_a_man_and_as_a_woman_here_s_what_i_ve_learned

Why I must come out

https://www.ted.com/talks/geena_rocero_why_i_must_come_out?referrer=playlist-on_coming_out

A powerful poem about what it feels like to be transgender

https://www.ted.com/talks/lee_mokobe_a_powerful_poem_about_what_it_feels_like_to_be_transgender?autoplay=true&referrer=playlist-on_coming_out

Videos #2

What I've learned from having balls

https://www.ted.com/talks/emily_quinn_what_i_ve_learned_from_having_balls

What it means to be intersex

https://www.ted.com/talks/susannah_temko_what_it_means_to_be_intersex?language=en

The way we think about biological sex is wrong

https://www.ted.com/talks/emily_quinn_the_way_we_think_about_biological_sex_is_wrong?language=en

The biology of gender, from DNA to the brain

https://www.ted.com/talks/karissa_sanbonmatsu_the_biology_of_gender_from_dna_to_the_brain?language=en

What it takes to be a woman in STEM

<https://www.youtube.com/watch?v=waD95VUbWC0>

Additional materials, literature and resources

<https://blogs.hoou.de/gender/>

<https://www.imperial.ac.uk/equality/resources/unconscious-bias/>

<https://www.stonewall.org.uk/help-advice/information-and-resources/faqs-and-glossary/list-lgbtq-terms>

<https://lgbtq.unc.edu/resources/exploring-identities/intersex/>