

The (in)visibility of all genders in the educational environment.

Training objective:

Familiarizing training coaches with the issue of (in)visibility of all genders in the educational environment and providing tools and guidance on building more inclusive educational spaces.

Training duration: 4 hours Number of participants: 12-16

Course of action:

Welcome, introduction of the facilitator, goals, and workshop agenda. Opening exercise: Each person writes on two sticky notes their answer to the questions: • What do you want to learn? • What are my expectations, needs? The sticky notes are placed on a flip chart under the corresponding question. The facilitator discusses the responses.

Exercise: Brief introduction (name, something about oneself, brief information). The facilitator lays out coaching cards (or other metaphorical cards). Each person selects one card that they associate with emotional well-being. Then, they share with a group of 3-4 people why they chose that card.

Introduction: Explanation of the concepts of "visibility" and "invisibility" in the context of gender in the educational environment. Presentation of key concepts and issues related to the invisibility of various genders. Discussion of the main causes and consequences of gender invisibility in education.

Exercise: Analysis of educational materials for gender inclusion Material selection: Prepare a diverse set of educational materials such as trainer handbooks, educational films, etc. Ensure that these materials represent gender diversity and various gender roles.



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Working in pairs: Ask participants to divide into pairs and assign each pair one of the materials for analysis. Ensure that each pair has access to different materials to ensure diversity in the analysis. **Material analysis:** Each pair conducts a detailed analysis of the assigned material for gender inclusion. The task is to identify whether and how different genders are presented in the material, whether there is balance, and what potential barriers exist to the visibility of all genders.

Summary: Each pair presents their findings and any suggestions for improving gender inclusion in the respective material.

Exercise: Creating own educational materials: Ask participants to work in small groups to develop sample educational materials, such as training invitation posters, that promote inclusive gender-related communication. After completing the task, groups present their materials, followed by a discussion on their effectiveness and potential improvements.

Exercise: Creating Inclusive Spaces Individual work: Ask participants to draw a diagram of a space they would like to make more inclusive for gender diversity. This space could relate to school, classroom, office, or any other space from their daily lives.

Working in pairs: Participants share their ideas in pairs or small groups. Each pair or group presents their ideas to the rest of the group. This allows for the exchange of ideas and inspiration. Discussion on practical steps that can be taken to implement the ideas. After the presentations, participants are encouraged to choose one or two ideas they would like to implement in their environment.



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Summary: Each person writes down on their card a specific step they intend to take in the coming weeks to create a more inclusive space for gender diversity.

Final round: Each person shares their answers to the following questions: • What was most valuable for you during the workshop? • To what extent did participating in the workshop meet your expectations?

Materials:

Trainer's manual (2nd edition) "Anti-Discrimination Education" by Dominika Cieślukowska, Katarzyna Sekutowicz, Maja Branka <https://tea.org.pl/publikacje/podrecznik2023>

Article - "Inclusive Language: How to Speak to Include" by Monika Nowakowska, Katarzyna Radzikowska

- Multimedia presentation
- Examples of texts for analysis
- Flipchart, markers, A4 sheets, sticky notes
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Recommended literature:

Roxanne Manning. "The Antiracist Heart: A Self-Compassion and Activism Handbook"

Roxanne Manning. "How to Have Antiracist Conversations: Embracing Our Full Humanity to Challenge White Supremacy"

Judi Morin, Raj Gill, Lucy Leu. "Nonviolent Communication Toolkit for Facilitators: Interactive Activities and Awareness Exercises Based on 18 Key Concepts for the Development of NVC Skills and Consciousness"

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