



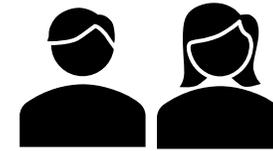
## Gender & diversity

Approaching this notion through  
society examples and public debate

# Goals of the workshop: key competences



Debate together and exchange  
different points of view  
TOLERANCE & EMPATHY



Think about diversity  
with a gender point of view  
CULTURAL KNOWLEDGE



Practice your English  
and your oral skills  
COMMUNICATION



Open your mind to new questions  
Learn more about social/political subjects  
ANALYTICAL AND CRITICAL MIND

# Introduction

**What does gender mean to you?  
Explain with your own words**

Round table

# Definition

Oxford dictionary

**Gender** : a group of people in a society who share particular qualities or ways of behaving which that society associates with being male, female, or another identity

GENDER	≠	SEX
Social construction		Biological

# Exercice

Write five gender stereotypes you may have or you may find in your culture / country

Example..

*Boys don't cry*

*Women are less good in mathematics*

Etc.

# Gender-linked questions

If gender is a social construction, **how can you overpass this construction?**

Presentation of three cases



1. Caster Semenya



2. Women in submarines in France



3. Single-sex school

# Case 1 : Caster SEMENYA

South African middle-distance runner. winner of two Olympic Gold medals and three world championship in the women's 800 meters

Intersex woman: she was assigned female at birth, and grew up as a female.

Hyperandrogenism: she has naturally elevated testosterone levels

In 2019, new world athletic rules prevent women like Semenya from participation unless they take medication to suppress their testosterone levels.

In 2021, she filed an appeal with the European Court of Human Rights against the restrictions for “discrimination”.

**QUESTION : you are the director of the International Athletic Federation. Do you accept Semenya to run in your competition? Why?**



# Case 2 : women in submarines

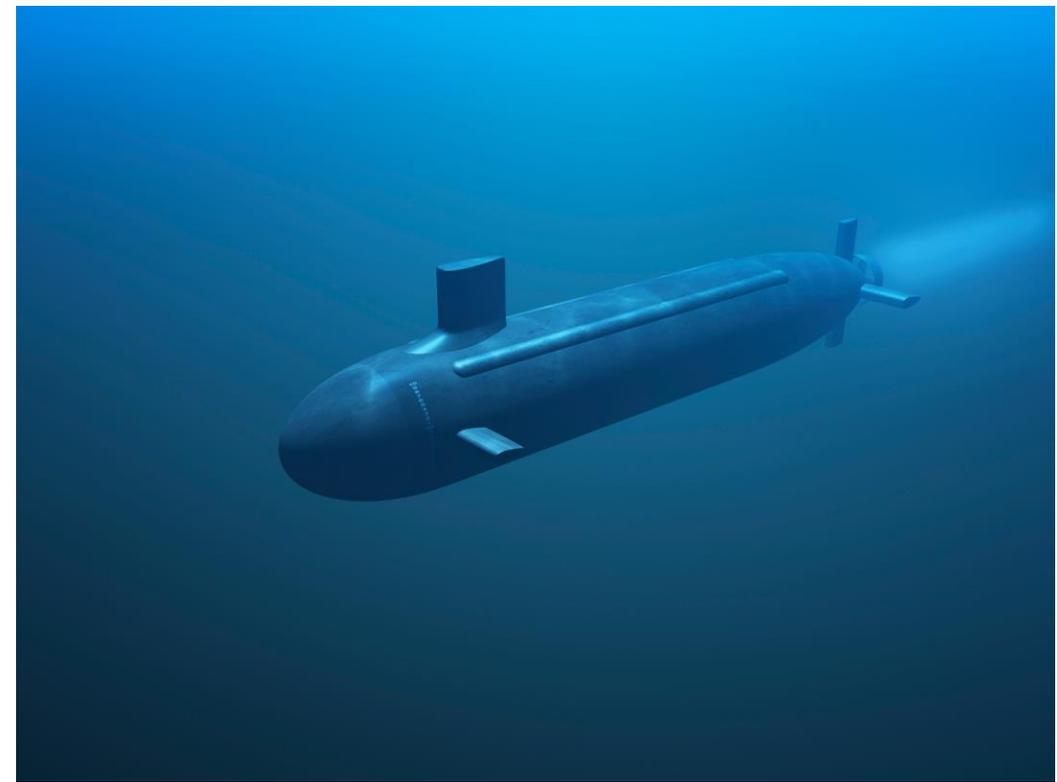
Before 2017, women in the French Navy were not allowed to serve on submarines, even if there were trained

Two main reasons:

- an elevated level of carbon dioxide, which maybe more likely to harm women than men and could damage their fertility (not proved)
- a very high risk of sexual harassment/abuse > 2,5 months without interruption under water, twice a year.

But women protest for their rights: what if their dream was to become a submariner? Do they have to renounce because of their gender?

**QUESTION : you are the French Minister of Foreign Affairs: do you accept women to become submariners? If not why? If yes under which conditions?**



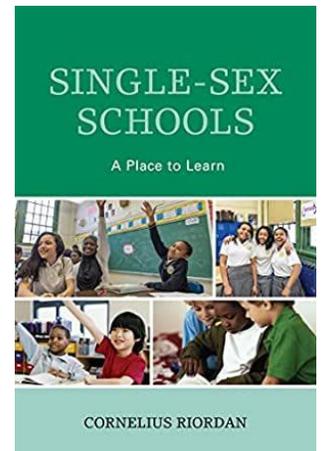
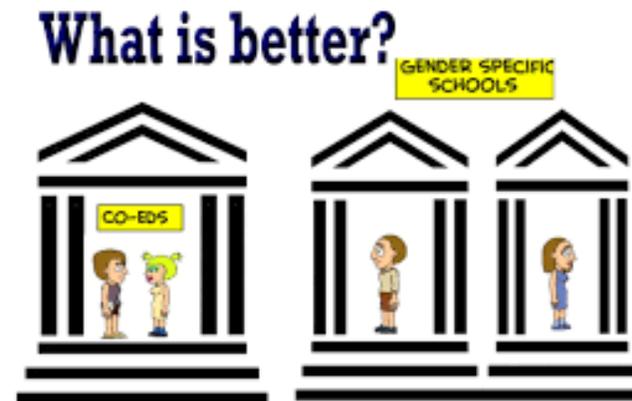
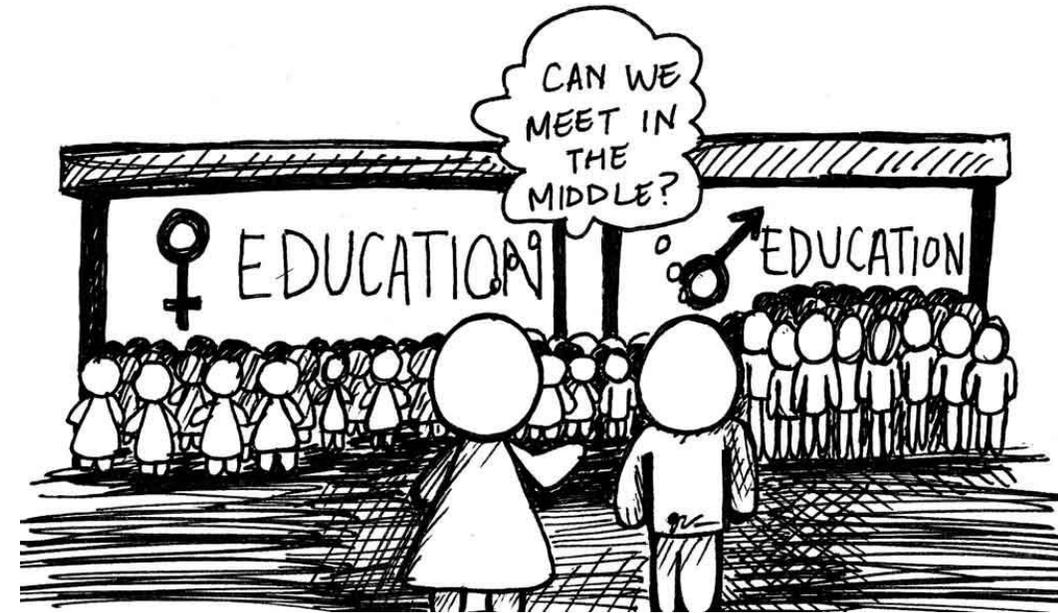
# Case 3 : non mixed-gender school

In the US and the UK, there are new educational movements for non mixed-gender school.

Main arguments for returning to single-sex school are :

- It is easier to focus
- It breaks down gender stereotypes
- Pupils get higher test scores
- It increases confidence

**QUESTION:** You are a school director. Do you decide to have a single-sex school or not? And why?



# Let's share our points of view!

4 groups of 5 people

One group for each case. Act as I you were:

- GROUP 1 : Director of the International Federation of Athletism (case 1: Caster Semenya)
- GROUP 2 : Minister of the Foreign Affairs (case 2: submarines)
- GROUP 3 : School director (case 3: single-sex school)
- GROUP 4 : Journalists : find 5 questions to ask to every group (5 questions for each case)

**Important: always remember to listen to other's point of view and to kindly receive all opinions**



about 20 minutes



Talk together!

# Conclusion

Those examples show that gender and equality are linked

A situation is complex and taking a decision should be the result of listening to different points of view

Thanks to the RE-IN-JOB project, you are meeting people with different ways of thinking: that's an incredible cultural richness, enjoy it!

Debating, asking why, thinking by yourselves, and trying to escape from normativity is also part of the program (even if it's difficult)!

In sociology, we often start from a precise situation to analyze the global social impact

**Thanks a lot for your attention!**

**S**olidarité  
**f**emmes<sup>13</sup>